FILE TITLE/NUMBER/VOLUME: McCord, James W., Jr.

INCLUSIVE DATES: 15 April 1951 - 24 April 1974

CUSTODIAL UNIT/LOCATION: OP

ROOM: 5E13

DELETIONS, IF ANY:

DATE RECEIVED	DATE RETURNED	REVIEWED BY (PRINT NAME)	SIGNATURE OF REVIEWING OFFICIAL

NO DOCUMENTS MAY BE COPIED OR REMOVED FROM THIS FILE

SECRET

70 AUG EOD
69 MAY EOD
69 SEP END

McCORD, JAMES

14-00000

TRANSMITTAL SLIP | DATE 7/18/78

TO: NOTE FOR THE FILE

ROOM NO. | BUILDING

REMARKS

According to card notation in the files of C/SAS/OP the information referred to on the attached flag was transferred to the Office of the Insepctor General and the office of the Director of Security on 21 January 1965.

FROM: D. J. Houdeshheldt, C/FOIPS/OP

ROOM NO. | BUILDING | EXTENSION

FORM NO. 241 1 FEB 55 REPLACES FORM 36-8 WHICH MAY BE USED. (47)

-E-T

' OF FILE

tation is on file with

:s Staff, Office of

Quarters Eye, extension

[ ] Hearing transcript and related papers

[XX] Other EYES ONLY material

THIS MEMO MUST REMAIN ON TOP OF FILE

McCORD, JAMES W., JR.

S-E-C-R-E-T

14-00000

70 3577

31 AUG 1970

Mr. James W. McCord, Jr.
7 Winder Court
Rockville, Maryland 20850

Dear Jim:

As you bring to a close more than twenty-five years of service to your country, I want to join your friends and co-workers in wishing you well and hoping that you find the years ahead filled with enjoyment and satisfaction.

It takes the conscientious efforts of many people to do the important work of this Agency. You leave with the knowledge that you have personally contributed notably to our success in carrying out our mission. Your faithful and loyal support has measured up to the high ideals and traditions of the Federal service.

May I express to you my appreciation and extend my best wishes for the years ahead.

Sincerely,

/s/ Richard Helms

Richard Helms
Director

Distribution:
0 - Addressee
1 - DDCI
1 - ER
1 - AC/EAB/OS
1 - D/Pers
1 - OPF
1 - ROB Soft File
1 - ROB Reader

Originator: /s/ H. B. Fisher 27 AUG 1970
A Director of Personnel

Concur:
AC/EAB/OS 1970

OP/RAD/ROB/MRDameron:jat/3257 (19 August 1970)

31 August 1970

MEMORANDUM FOR THE RECORD

SUBJECT: Retirement - James W. McCord, Jr.

1. The retirement of Subject, effected as a result of a memorandum from the Head of his Career Service stating that he is surplus to the needs of the Service and that his retirement will be recommended to the Director under the provisions of the CIA Retirement and Disability System pertaining to involuntary retirement, in no way implies an adverse action. Subject signed an application for retirement of his own volition in order to qualify for an immediate retirement annuity. The liberalized criteria for such separations was established by the Agency to parallel similar actions under the Civil Service Retirement System in accordance with FPM Letter No. 831-23, dated 10 December 1969.

2. Any inquiry received concerning the nature of the separation of Subject from the Agency should be confirmed simply as a retirement.

Francis G. Monan
Francis G. Monan
Chief, Retirement Affairs Division

14-00000

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 2 July 1970

1. SERIAL NUMBER: 058124
2. NAME (Last-First-Middle): MC CORD, James W., Jr.
3. NATURE OF PERSONNEL ACTION: Retirement (Involuntary) Under CIA Retirement and Disability System
4. EFFECTIVE DATE REQUESTED: MONTH 08 DAY 31 YEAR 70
5. CATEGORY OF EMPLOYMENT: Regular
6. FUNDS: XX V TO V | V TO CF | CF TO V | CF TO CF
7. FINANCIAL ANALYSIS NO. CHARGEABLE: 1271-0501
8. LEGAL AUTHORITY (Completed by Office of Personnel): PL 88-643 Sec. 235(a)
9. ORGANIZATIONAL DESIGNATIONS: DDS/Office of Security DD/Physical, Technical & Overseas Security Physical Security Division Office of the Chief
10. LOCATION OF OFFICIAL STATION: Washington, D. C.
11. POSITION TITLE: Physical Security Officer
12. POSITION NUMBER: 0070
13. CAREER SERVICE DESIGNATION: SS
14. CLASSIFICATION SCHEDULE (GS, LB, etc.): GS
15. OCCUPATIONAL SERIES: 1810.07
16. GRADE AND STEP: 15/8 9
17. SALARY OR RATE: $ 28,226 28,981

18. REMARKS

Subject's last working day will be 31 August 1970. See attached memos.

Retirement is submitted pursuant to a request from the Head of the Security Career Service.

Include on Agency Reserve List

11S2 released w/ M Bannerman 8/20/70.

cc/CSB - Info
cc/Payroll

18A. SIGNATURE OF REQUESTING OFFICIAL | DATE SIGNED
18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER: Edward K. O'Malley, C/PB/A&TS/OS | DATE SIGNED: 2 Jul 70

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. EMPLOY. CODE	21. OFFICE CODING (NUMERIC / ALPHABETIC)	22. STATION CODE	23. INTEGREE CODE	24. VOUCHERS CODE	25. DATE OF BIRTH (MO. DA. YR.)	26. DATE OF GRADE	27. DATE OF LEI
45	10				1	01 26 24		

28. NTE EXPIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA (1-CSC, 2-OPCA, 3-FICA, 4-NONE) CODE	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA	EOD DATA	33. SECURITY REQ NO	34. SEX
		C	GU CC C.C.				

35. VET. PREFERENCE (0-NONE, 1-5 PT, 2-10 PT) | 36. SERV. COMP. DATE | 37. LONG. COMP. DATE | 38. CAREER CATEGORY | 39. FEGLI/HEALTH INSURANCE | 40. SOCIAL SECURITY NO.

41. PREVIOUS CIVILIAN GOVERNMENT SERVICE (0-NO PREVIOUS SERVICE, 1-NO BREAK IN SERVICE, 2-BREAK IN SERVICE (LESS THAN 3 YEARS), 3-BREAK IN SERVICE (MORE THAN 3 YEARS)) | 42. LEAVE CAT. CODE | 43. FEDERAL TAX DATA | 44. STATE TAX DATA

45. POSITION CONTROL CERTIFICATION: 8-21-70 [signature] | 46. OP APPROVAL: [signature] | DATE APPROVED: 24 Aug 70

Posted R.W. Pollock ASIO 9/2/70

FORM 3-67 1152 USE PREVIOUS EDITION

SECRET

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

14-00000

BSJ: 14 SEPT 70

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)
058124	MCCORD JAMES W JR

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE	5. CATEGORY OF EMPLOYMENT
RETIREMENT-INVOLUNTARY-UNDER CIA RETIREMENT AND DISABILITY SYS-CORR	08 31 70	REGULAR

6. FUNDS		V TO V		V TO CF	7. Financial Analysis No. Chargeable	8. CSC OR OTHER LEGAL AUTHORITY
	X	CF TO V		CF TO CF	1271 0501 0000	PL 88-643 SEC 235A

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION

11. POSITION TITLE	12. POSITION NUMBER	13. SERVICE DESIGNATION
PHYSICAL SEC OF	0070	SS

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	1810.07	15 9	28989

18. REMARKS

THIS ACTION CORRECTS FORM 1150 EFFECTIVE DATE 08/31/70 AS FOLLOWS: ITEM 16, GRADE AND STEP WHICH READ 15 8 TO READ 15 9; AND ITEM 17, SALARY OR RATE WHICH READ 28226 TO READ 28989.

SIGNATURE OR OTHER AUTHENTICATION

Use Previous Edition

BSJ: 27 AUG 70

NOTIFICATION OF PERSONNEL ACTION

OEF

1. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)		
058124	MCCORD JAMES W JR		
3. NATURE OF PERSONNEL ACTION	**4. EFFECTIVE DATE (MO. DA. YR.)**	**5. CATEGORY OF EMPLOYMENT**	
RETIREMENT- INVOLUNTARY-UNDER CIA RETIREMENT AND DISABILITY SYSTEM	08 31 70	REGULAR	
6. FUNDS	X V TO V / V TO CF / CF TO V / CF TO CF	**7. Financial Analysis No. Chargeable**	**8. CSC OR OTHER LEGAL AUTHORITY**
		1271 0501 0000	PL 88-643 SEC 235A
9. ORGANIZATIONAL DESIGNATIONS		**10. LOCATION OF OFFICIAL STATION**	
[illegible]		[illegible]	
11. POSITION TITLE		**12. POSITION NUMBER**	**13. SERVICE DESIGNATION**
PHYSICAL SEC OF		0070	SS
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	**15. OCCUPATIONAL SERIES**	**16. GRADE AND STEP**	**17. SALARY OR RATE**
GS	1810.07	15 8	28226

18. REMARKS

SIGNATURE OR OTHER AUTHENTICATION

FORM 5-66 1150 Use Previous Edition (4-51)

14-00000

ADMINISTRATIVE - INTERNAL USE ONLY

1 September 1970

MEMORANDUM FOR: Mr. James W. McCord, Jr.

THROUGH : Deputy Director for Support

THROUGH : Director of Security

SUBJECT : Certificate of Distinction

1. The Honor and Merit Awards Board is pleased to notify you that the award named above will be conferred on you in recognition of the excellent service you have rendered this Agency. Security considerations relevant to the award are explained in the attached memorandum from the Office of Security.

2. The award will be presented to you at a ceremony to be held in the near future. Members of your family, Agency associates, and intimate friends who are aware of your Agency affiliation may attend the ceremony.

3. Invitations to the ceremony will be extended by the Secretariat, Honor and Merit Awards Board, Office of Personnel, extension 3645. Please send to that office the names and phone numbers of the guests you would like to have invited, and indicate any dates on which you would not be available for such a ceremony.

/Sgd/ Robert M. Gaynor

ROBERT M. GAYNOR
Recorder
Honor and Merit Awards Board

Distribution:
Orig - Addressee
1 - D/S
1 - D/Pers Reader Chrono/OPF
1 - Sec't, HMAB
1 - Recorder, HMAB

ADMINISTRATIVE - INTERNAL USE ONLY

14-00000

REPORT OF HONOR AND MERIT AWARDS BOARD

DATE: 11 August 1970

The Honor and Merit Awards Board having considered a recommendation that:

SERIAL OR ID NO.	NAME (Last-First-Middle)	BIRTHYEAR	SEX	TYPE EMPLOYEE
	McCORD, James Walter, Jr.	1924	M	

OFFICE OF ASSIGNMENT	SD	SCHEDULE	GRADE	STATION
DDS/OS			GS-15	

BE AWARDED

Certificate of Distinction

☐ FOR HEROIC ACTION ON

☒ FOR MERITORIOUS SERVICE OR ACHIEVEMENT DURING THE PERIOD Aug 1951 - Present

☒ RECOMMENDS APPROVAL ☐ DOES NOT RECOMMEND APPROVAL

☐ RECOMMENDS AWARD OF

UNCLASSIFIED CITATION

Mr. James W. McCord, Jr., is hereby awarded the Certificate of Distinction in recognition of his exemplary performance of duty for over nineteen years. In a variety of assignments, both domestic and abroad, Mr. McCord has displayed unusual imagination, ingenuity, and effectiveness in accomplishing his assigned tasks. His achievements in the fields of audio-countermeasure techniques and physical and technical security are particularly noteworthy and represent a marked contribution to the mission of the Agency. His professionalism in the conduct of his work upholds the best traditions of service and reflects great credit on him and the Office of Security.

(Recommendation approved by DD/S on 23 July 1970)

REMARKS

APPROVED

R. E. Cushman, Jr.

DIRECTOR OF CENTRAL INTELLIGENCE

25 AUG 1970

DATE

SIGNATURE: /s/ Robert S. Wattles

TYPED NAME OF CHAIRMAN, HONOR AND MERIT AWARDS BOARD: ROBERT S. WATTLES

SIGNATURE: Signed Original

TYPED NAME OF RECORDER: ROBERT M. GAYNOR

FORM 8-65 382 OBSOLETE PREVIOUS EDITION (4)

SECRET
(When Filled In)

CERTIFICATION OF SEPARATING EMPLOYEE	Name (Last-First-Middle) McCORD JAMES W.

MEMORANDUM FOR THE RECORD - ATTACH TO OFFICIAL PERSONNEL FOLDER

I hereby acknowledge the receipt of the following forms and/or information concerning my separation from CIA as indicated by check mark:

	1. Standard Form 8 (Notice to Federal Employee about Unemployment Compensation).
/	2. Standard Form 55 (Notice of Conversion Privilege, Federal Employees' Group Life Insurance).
	3. Standard Form 56 (Agency Certification of Insurance Status, Federal Employees' Group Life Insurance Act of 1954).
	4. Standard Form 2802 (Application for Refund of Retirement Deductions).
/	5. Form 2595 (Authorization for Disposition of Paychecks). NO CHANGE
	6. Applicable to returnee (resignee from overseas assignment). I have been advised of my right to have a medical examination before my separation from this Agency and of the importance of such a medical check to my health and well-being. ☐ Appointment arranged with Office of Medical Services. ☐ Appointment for Office of Medical Services examination declined.
	7. I have been informed of "conflict of interests" policy of the Agency and foresee no problem in this regard concerning my new employment.
	8. Form 71 (Application for Leave).
	9. CSC Pamphlet 51 (Re-employment Rights of Federal Employees Performing Armed Forces Duty).
	10. Instructions for returning to duty from Extended Leave or Active Military Service.

Signature of Employee	Date Signed
James W. McCord Jr.	Aug 31, 70
Address (Street, City, State, Zip Code) 7 Winder Court Rockville Maryland 20850	Correspondence ☑ Overt ☐ Covert

SECRET

SECRET

[illegible] AUG 1970

MEMORANDUM FOR : Mr. James W. McCord, Jr.

THROUGH : Head of SS Career Service

SUBJECT : Notification of Approval of Involuntary Retirement

1. This is to inform you that the Director of Central Intelligence has approved the recommendation of your Career Service that you be involuntarily retired under the CIA Retirement and Disability System.

2. Your retirement will become effective 31 August 1970. Your annuity will commence as of 1 September 1970 and is payable on 1 October 1970. You may be assured that every effort will be made to expedite delivery of your first check following completion of the administrative details necessary to process your retirement.

3. You will receive a lump-sum payment for your accrued annual leave up to 30 days or for whatever amount of leave credit you carried over from the last leave year if that amount is more than 30 days.

/s/ [illegible]

Robert S. Wattles
Director of Personnel

Distribution:
0 - Addressee
1 - D/Pers
1 - OPF
1 - ROB Soft File
1 - ROB Reader

OP/RAD/ROB/MRDameron:dam/3257 (10 Aug 70)

SECRET

14-00000

SECRET

20 JUL 1970

MEMORANDUM FOR: Chief, Official Cover Branch, Central Cover Staff, DD/P

THROUGH : Chief, Administration and Training Staff, OS

SUBJECT : Summary of Agency Employment - James W. McCord, Jr.

REFERENCE : Memorandum to Chief, Administrative Staff/ OS from C/OCB/CCS, dated 14 July 1970, Subject, James W. McCord, Jr.

Attached hereto is a summary of Agency Employment for Mr. James W. McCord, Jr., who is retiring 31 August 1970.

James P. O'Connell
James P. O'Connell
Deputy Director of Security (PTOS)

Att.

SECRET

14-00000

SECRET

SUMMARY OF AGENCY EMPLOYMENT

JAMES W. MCCORD, JR.

Service with the Central Intelligence Agency began on 22 August 1951 and continued through 31 August 1970. During his career there was a variety of assignments involving investigations, research and report writing, technical and physical security programs and a two year tour overseas.

As an investigator during the first two years of employment, there was wide involvement in a variety of support activities requiring initiative and ingenuity.

During the seven years engaged in research and report writing, there was much independence of action and success depended on initiative, imagination and resourcefulness in pioneering new areas of interest. Beginning in May 1957, managerial responsibilities began with appointment to a Deputy Chief position of a research staff of some six professional and clerical personnel.

When serving overseas, responsibilities were managerial in nature as Chief of a regional staff of some ten professional and clerical personnel providing a full spectrum of security support.

From August 1964 to June 1965 he attended the Air War College as representative of the Agency.

Since 1965 two vital line positions were held involving the Agency's programs in the technical and physical security fields.

In heading up the technical security division, from 1965 to 1968, he had primary supervisory responsibility for some 40 professional and clerical personnel, preparing the budget and programs for the Agency's technical security program, and managing the obligating of authorized funding to assure that approved programs and goals were met. He was instrumental in guiding the development of new approaches, in establishing new training concepts and in bringing the Agency to a position of recognized leadership in this field.

SECRET

Since October 1968, as Chief of a division responsible for the Agency's physical security program he had primary responsibility for the supervision of some 70 professional and clerical personnel, together with the programming, budgeting and implementing of the total physical security program of the Agency. As a result of his technological experience, he developed and implemented physical security programs which produced for the Agency a physical security posture of pre-eminent quality within the US Government.

14-00000

SECRET

A 38

REQUEST FOR PERSONNEL ACTION

DATE PREPARED	18 June 1970
1. SERIAL NUMBER	058124
2. NAME (Last-First-Middle)	MCCORD, JAMES W., JR.
3. NATURE OF PERSONNEL ACTION	DESIGNATION AS A PARTICIPANT IN THE CIA RETIREMENT AND DISABILITY SYSTEM
4. EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR)	06 / 28 / 70
5. CATEGORY OF EMPLOYMENT	REGULAR
6. FUNDS	X V TO V; CF TO V; V TO CF; CF TO CF
7. COST CENTER NO. CHARGEABLE	0271 0501
8. LEGAL AUTHORITY (Completed by Office of Personnel)	PL 88-643 Sect. 203
9. ORGANIZATIONAL DESIGNATIONS	DDS/SECURITY
10. LOCATION OF OFFICIAL STATION	WASHINGTON, D. C.
11. POSITION TITLE	
12. POSITION NUMBER	
13. CAREER SERVICE DESIGNATION	SS
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	
15. OCCUPATIONAL SERIES	
16. GRADE AND STEP	15
17. SALARY OR RATE	$
18. REMARKS	
18A. SIGNATURE OF REQUESTING OFFICIAL	
DATE SIGNED	
18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER	
DATE SIGNED	

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE | 20. EMPLOY CODE | 21. OFFICE CODING (NUMERIC, ALPHABETIC) | 22. STATION CODE | 23. INTEGREE CODE | 24. HDQTRS CODE | 25. DATE OF BIRTH (MO. DA. YR.) | 26. DATE OF GRADE (MO. DA. YR.) | 27. DATE OF LEI (MO. DA. YR.)

28. NTE EXPIRES (MO. DA. YR.) | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1—CSC, 2—FICA, 3—NONE) CODE: 2 | 31. SEPARATION DATA CODE | 32. CORRECTION CANCELLATION DATA (TYPE, MO. DA. YR.) | EOD DATA | 33. SECURITY REQ. NO. | 34. SEX

35. VET. PREFERENCE CODE (0—NONE, 1—5 PT, 2—10 PT) | 36. SERV. COMP. DATE (MO. DA. YR.) | 37. LONG COMP DATE (MO. DA. YR.) | 38. CAREER CATEGORY (CAR. RESV, PROV, EMP) CODE | 39. FEGLI, HEALTH INSURANCE CODE (0—WAIVER, 1—YES), HEALTH INS. CODE | 40. SOCIAL SECURITY NO.

41. PREVIOUS GOVERNMENT SERVICE DATA CODE (0—NO PREVIOUS SERVICE, 1—NO BREAK IN SERVICE, 2—BREAK IN SERVICE (LESS THAN 3 YEARS), 3—BREAK IN SERVICE (MORE THAN 3 YEARS)) | 42. LEAVE CAT CODE | 43. FEDERAL TAX DATA (FORM EXECUTED 1—YES 2—NO, CODE, NO. TAX EXEMPTIONS) | 44. STATE TAX DATA (FORM EXECUTED 1—YES 2—NO, CODE, STATE CODE)

45. POSITION CONTROL CERTIFICATION: 7-6-70 MW

46. O.P. APPROVAL: [signature]

DATE APPROVED: 22 Jul 70

FORM 1152 USE PREVIOUS EDITION
6-63

OP-1
1-66

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

14-00000

70 3577

Executive Registry
70-4562

31 AUG 1970

Mr. James W. McCord, Jr.
7 Winder Court
Rockville, Maryland 20850

Dear Jim:

As you bring to a close more than twenty-five years of service to your country, I want to join your friends and co-workers in wishing you well and hoping that you find the years ahead filled with enjoyment and satisfaction.

It takes the conscientious efforts of many people to do the important work of this Agency. You leave with the knowledge that you have personally contributed notably to our success in carrying out our mission. Your faithful and loyal support has measured up to the high ideals and traditions of the Federal service.

May I express to you my appreciation and extend my best wishes for the years ahead.

Sincerely,

/s/ Richard Helms

Richard Helms
Director

Distribution:
0 - Addressee
1 - DDCI
1 - ER
1 - AC/EAB/CS
1 - D/Pers
1 - CPF
1 - ROB Soft File
1 - ROB Reader

Originator: /s/ R. B. Fisher 27 AUG 1970
Director of Personnel

Concur:
AC/EAB/CS 1970

OP/RAD/ROB/MRDameron:jat/3257 (19 August 1970)

SECRET

31 JUL 1970

MEMORANDUM FOR : Director of Central Intelligence

SUBJECT : Recommendation for Involuntary Retirement - Mr. James W. McCord, Jr.

REFERENCE : Memorandum for Mr. James W. McCord, Jr. from Director of Security dated 30 June 1970, same subject

1. This memorandum submits a recommendation for your approval; this recommendation is contained in paragraph 4.

2. Mr. James W. McCord, Jr., GS-15, Physical Security Officer, Office of Security, Support Services, has been recommended for involuntary retirement under the provisions of Headquarters Regulation 20-50m. The purpose of this proposed retirement, to which Mr. McCord is agreeable, is to assist the Office of Security to reduce its personnel surplus. If such retirement is approved, Mr. McCord requests an effective date of 31 August 1970.

3. Mr. McCord has been designated a participant in the CIA Retirement and Disability System and will meet the technical requirements for involuntary retirement under the System prior to the effective date requested. He is 46 years old and will complete 25 years of Federal service on 21 August 1970. This service includes over 19 years with the Agency of which 5 years were in qualifying service. The CIA Retirement Board has recommended that his involuntary retirement be approved.

4. It is recommended that you approve the involuntary retirement of Mr. James W. McCord, Jr. under the provisions of Headquarters Regulation 20-50m.

/s/ Robert S. Wattles

Robert S. Wattles
Director of Personnel

The recommendation contained in paragraph 4 is approved:

/s/ Richard Helms

Director of Central Intelligence

3 AUG 1970

Date

SECRET

REQUEST AND AUTHORIZATION FOR ACTIVE DUTY TRAINING/ACTIVE DUTY TOUR

TO: HQ COMD USAF (PRP)

FROM: HQ COMD USAF (PRP-A)

1. [X] BY DIRECTION OF THE PRESIDENT [ ] BY ORDER OF THE SECRETARY OF THE AIR FORCE

2. GRADE, LAST NAME, FIRST, MIDDLE INITIAL, AFSN: LT COLONEL MC CORD, JAMES W.JR. 453-22-4741

3. PAFSC: 8011

4. PRESENT ADDRESS: 7 Winder Court, Rockville, Maryland 20850

5. ON FLYING STATUS: [ ] YES [X] NO

6. AERO RATING: Aircraft Observer

7. IS ORDERED TO ACTIVE DUTY FOR 12 DAYS PLUS REQUIRED TRAVEL TIME

8. PURPOSE (Type): XX ANNUAL TOUR [ ] SCHOOL TOUR [ ] SPECIAL TOUR OF ACDUTRA [ ] SPECIAL TOUR OF AD

TITLE (Indicate specific school course or special tour title)

9. RESERVE ASSIGNMENT: HQ USAF (AFESS-FE) ~~Washington, DC~~

10. UNIT OF ATTACHMENT:

11. INDIVIDUAL WILL REPORT TO: JOHN F. KENNEDY CENTER FOR SPECIAL WARFARE (A) Student Dormitory, Bldg D-3601, Reilly Street and Bastogne Drive, Ft Bragg, North Carolina 28308

	HOUR	DAY	MONTH	YEAR
11. Report	NLT 0800	19	Jan	70
12. INDIVIDUAL WILL BE RELEASED FROM ORGANIZATION ATTACHED/ASSIGNED FOR ACTIVE DUTY TRAINING ON		30	Jan	70

13. INDIVIDUAL [ ] IS XX IS NOT AUTHORIZED TO PARTICIPATE IN FLYING ACTIVITIES DURING THE PERIOD OF ACTIVE DUTY COVERED BY THIS ORDER.

14. AUTHORITY: AFM 35-3

15. INDIVIDUAL WILL PROCEED FROM PRESENT ADDRESS IN SUFFICIENT TIME TO COMPLY WITH REPORTING TIME AND DATE.

16. MODES OF TRANSPORTATION XX AUTHORIZED [ ] DIRECTED

[ ] MILITARY AIRCRAFT — COMMERCIAL: [X] AIRCRAFT XX RAIL [X] BUS

17. PCS, TDN, PAY, ALLOWANCES, AND TRAVEL CHARGEABLE TO:
PAY & ALWS: 5703700 500 4261 P 723.01 (P&A) S594700

18. REMARKS: TRAVEL & PER DIEM: 5703700 500 6262 P 723.07 40861 40961 S668100
Security Clearance - TOP SECRET Training Category - D Pay Group - D
For period of this active duty only, mbr and dependents authorized Commissary (Para 1a, AFR 145-15), Base Exchange (Para 3-8a(1), AFR 147-14) & Base Theater (Para 3-10, AFR 34-32) privileges.

19. DATE: 16 Dec 69

20. PHONE NO.: 4579/4279

21. APPROVING OFFICIAL (Typed Name and Grade): E. E. THAYER, GS-12

22. SIGNATURE: E. E. Thayer

23. DESIGNATION AND LOCATION OF HEADQUARTERS: DEPARTMENT OF THE AIR FORCE, HEADQUARTERS, HEADQUARTERS COMMAND USAF, BOLLING AIR FORCE BASE, DC 20332

24. RESERVE ORDER NO.: A - 2073

25. DATE: 16 Dec 69

26. FOR THE COMMANDER

27. DISTRIBUTION:
15 - Individual
1 - Indiv Pers Rec
2 - Unit of Asgmt
2 - Unit of Atch
2 - ARPC, 3800 York St, Denver, CO 80205
2 - HQ AFRES (CAFO), Dobbins AFB, GA 30060
1 - Records Set
35 - Reserve Personnel

28. SIGNATURE ELEMENT OF ORDERS AUTHENTICATING OFFICIAL:
E. E. Thayer
E. E. THAYER
Asst Director for Administration

14-00000

MC CORD, James

[(0-130311]

10 March 1969

MEMORANDUM FOR: Mr. John W. Coffey

I want to express my appreciation to you personally and through you to Howard Osborn and the other of your associates who contributed so effectively to the visit of the President on Friday. The arrangements were flawless; the security first-class without being intrusive. I am well aware of the amount of work and planning which went into the successful outcome. I particularly want to commend the good sense and judgment which prevailed throughout. It is easy to push people around. It is difficult to take proper precautions and at the same time make everyone feel as though it were his or her party. Thank you very much. Well done!

Richard Helms
Director

cc: Acting Executive Director

14-00000

SECRET

James McCord

10 March 1969

MEMORANDUM FOR: DD/PTOS

SUBJECT : Security Support During President Nixon's Visit

1. I have received numerous and highly complimentary comments from the Director, the Executive Director and the Acting Deputy Director for Support for the role this Office played during the visit of President Nixon to the Agency on 7 March 1969. In addition, Mr. Don Gautreau, the Secret Service Agent responsible for protective measures during the visit, told me that he had never met a more highly professional group of personnel than our Security officers. He was impressed with the comprehensive coverage inherent in our protective measures.

2. Our performance on Friday was smooth, efficient and effective and once more is a tribute to our ability to rise to any occasion. This is possible only because of the quality of the effort put forth by each Security Officer who participated. I am very proud of all of you and I would like to particularly commend Jim McCord, Bill Wilkinson and Jim Greene for the work they did in planning our role in the ceremonies. Equally impressive was the performance of Hollis Whitaker and his people in the provision of audio coverage of the event.

3. I would like to have copies of this memorandum placed in the official Personnel File of every individual who participated in making this event such a great success.

Howard J. Osborn
Howard J. Osborn
Director of Security

SECRET

14-00000

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 2 October 1968

1. SERIAL NUMBER	2. NAME (Last-First-Middle)
058124	MC CORD, James W., Jr.

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR)	5. CATEGORY OF EMPLOYMENT
Reassignment	10 / 13 / 68	Regular

6. FUNDS	X V TO V	V TO CF	CF TO V	CF TO CF	7. FINANCIAL ANALYSIS NO. CHARGEABLE	8. LEGAL AUTHORITY (Completed by Office of Personnel)
	X				9271-0501	

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDS/Office of Security DD/Physical, Technical & Overseas Security Physical Security Division Office of the Chief	Washington, D. C.

11. POSITION TITLE	12. POSITION NUMBER	13. CAREER SERVICE DESIGNATION
Physical Security Officer	0070	SS

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	1810.07	15/7 8	$ 21,192 24,593

18. REMARKS

From: DDS/Office of Security/Technical Division/Office of the Chief - #0642

CC: Payroll

18A. SIGNATURE OF REQUESTING OFFICIAL	DATE SIGNED	18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER	DATE SIGNED
		Edward K. O'Malley Edward K. O'Malley, C/PR/ADTS/OS	10/3/68

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. EMPLOY. CODE	21. OFFICE CODING NUMERIC	ALPHABETIC	22. STATION CODE	23. INTEGREE CODE	24. VOUCHER CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI
37	10	4240	SCC	2373		1	6/15/24		

28. NTE EXPIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA (1-CSC, 2-OASDI, 3-FICA, 4-NONE) CODE	31. SEPARATION DATA CODE	32. CORRECTION CANCELLATION DATA	EOD DATA	33. SECURITY REQ. NO.	34. SEX

35. VET. PREFERENCE (0-NONE, 1-5 PT, 2-10 PT)	36. SERV. COMP. DATE	37. LONG COMP. DATE	38. CAREER CATEGORY	39. FEGLI HEALTH INSURANCE	40. SOCIAL SECURITY NO.

41. PREVIOUS CIVILIAN GOVERNMENT SERVICE	42. LEAVE CAT. CODE	43. FEDERAL TAX DATA	44. STATE TAX DATA

45. POSITION CONTROL CERTIFICATION	46. O P APPROVAL	DATE APPROVED
10-4-68	[signature]	4 Oct 68

FORM 3-67 1152 USE PREVIOUS EDITION

SECRET

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION (4)

14-00000

TREASURY DEPARTMENT
UNITED STATES SECRET SERVICE
WASHINGTON, D.C. 20226

OFFICE OF THE DIRECTOR

September 5, 1968

Mr. Howard J. Osborn
Director of Security
Central Intelligence Agency
Washington, D. C.

Dear Mr. Osborn:

This letter is in appreciation for the valuable assistance provided by your office during the Republican National Convention at Miami Beach, Florida.

I would particularly like to commend James W. McCord and the following members of his Division:

George Schwegman
Carroll Kelkerson.

Their dedication and outstanding degree of technical competence contributed immeasurably to the success of our mission.

Sincerely,

Thomas J. Kelley
Assistant Director

14-00000

CONFIDENTIAL

NATIONAL COMMUNICATIONS SYSTEM
OFFICE OF THE MANAGER
WASHINGTON, D.C. 20305

IN REPLY REFER TO:
NCS-EO

21 NOV 1967

Mr. Howard Osborn
Director of Security
Central Intelligence Agency
Washington, D. C. 20505

Dear Mr. Osborn:

On 8 November 1967, Messrs. James McCord, William Flannery, and William Marcy of your agency provided a most interesting and informative briefing on the subject, "Audio Threat by the Communist Block". Included in this presentation was the display of the latest electronic techniques and technical developments in the area of audio threat.

This presentation was most enlightening and proved to be of keen interest to the Agency NCS Representatives, staff members of the Office of the Manager, NCS and selected key personnel of the Defense Communications Agency.

We very much appreciate the availability of the above mentioned personnel and I should like to commend them on their excellent manner of presentation and thorough knowledge of the subject matter.

[signature] Jr.

I. R. OBENCHAIN, JR.
Brigadier General, USA
Assistant Deputy Manager,
National Communications System

Copy to:
Mr. Georgia

CONFIDENTIAL

DOES NOT APPLY

14-00000

UNCLASSIFIED | INTERNAL USE ONLY | CONFIDENTIAL | SECRET

ROUTING AND RECORD SHEET

SUBJECT: (Optional)
Commendation for Messrs. Frank Farrell, James McCord and their Assistants

FROM:
Acting Director of Security
Room 4E60

EXTENSION: 6777

NO.

DATE

TO: (Officer designation, room number, and building)	DATE RECEIVED	DATE FORWARDED	OFFICER'S INITIALS	COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)
1. DD/PTOS	22 AUG 1967			It is a pleasure to commend Messrs. Frank Farrell, James McCord and their Assistants for the fine support they rendered as indicated in the attached letter. Such commendations reflect a high degree of professionalism.
2. Ch Tech Div	8/30			
3. Ch Phy Sec Div		9/5		
4. C/SRS				Harlan A. Westrell Acting Director of Security 21 AUG 1967
5.				
6.				Nice work!
7.				
8.				
9.				
10.				
11.				
12. C/A&TS				Please document the appropriate files in A&TS and the Office of Personnel.
13.				
14.				
15.				

FORM 610 USE PREVIOUS EDITIONS | SECRET | CONFIDENTIAL | INTERNAL USE ONLY | UNCLASSIFIED

14-00000

NATIONAL SECURITY AGENCY
Office of The Director
Fort George G. Meade, Maryland, 20755

12 August 1967

Executive Registry

DD/S 67-4161

Honorable Richard M. Helms
Director of Central Intelligence
Washington, D. C. 20505

Dear Dick:

I want to thank you for the technical security demonstration recently presented to me by Howie Osborn and members of his staff. We are very conscious of the subject and welcome opportunities to be kept up-to-date on the state-of-the-art.

I would appreciate your also conveying my personal thanks to Messrs. Frank Farrell, James McCord, and their assistants, not only for the high degree of professionalism which they demonstrated during the session here but also for their continued advice and assistance to my security organization. I am sure you join me in encouraging continued close liaison of this type.

Faithfully yours,

MARSHALL S. CARTER
Lieutenant General, U. S. Army
Director

14-00000

SECRET

MEMORANDUM FOR: **Mr. James W. McCord, Jr.** **8 March 1966**

THROUGH : Head of **SS** Career Service

SUBJECT : Notification of Non-eligibility for Designation as a Participant in the CIA Retirement and Disability System

1. As you may know, we are in the process of reviewing the employment history and current career field of all employees in the Agency to identify those who are eligible for designation as a participant in the new CIA Retirement and Disability System. In this process, the initial review of each case is made by the individual's Career Service. If the Head of his Career Service nominates him for participation in the system, this nomination is reviewed by the CIA Retirement Board which recommends final action to me. However, if the Head of the Career Service advises that the employee does not meet the basic requirements of HR 20-50 for participation, I have accepted this finding without further review by the CIA Retirement Board. This practice has been adopted in the interest of expediting this screening process so that those employees who are eligible to participate in the system may be designated participants as soon as possible.

2. In your case, the Head of your Career Service has advised me that you do not meet the requirements of HR 20-50 for designation as a participant and I have accordingly made the formal determination required by the regulation that you are not eligible for designation. From a review of your record it appears that the decision of your Career Service was based upon the fact that you do not have sufficient time prior to completing 15 years of service with the Agency in which you could complete a minimum of 60 months of qualifying service as required by regulation. My determination that you are not eligible at this time for designation in no way affects your current status under the Civil Service Retirement System, nor does it preclude reconsideration of your eligibility to participate in the CIA System if you should meet the requirements for designation in the future.

3. Should you desire further information concerning the requirements for designation as a participant in the CIA Retirement System, I suggest that you read paragraph e of HR 20-50 and paragraph 5 of the Employee Bulletin dated 30 July 1965, entitled "Public Law 88-643, The Central Intelligence Agency Retirement Act of 1964 for Certain Employees."

4. It is always possible that the records upon which the determination made in your case may have been incomplete or inaccurate regarding your actual employment history with the Agency. If, after studying the materials cited above, you have questions regarding the determination that you are not eligible to participate in the CIA Retirement System, please feel free to contact officials of your Career Service. They are familiar with the details of your case and will gladly discuss them with you. In addition, you may wish to discuss your case with the CIA Retirement Staff located in Room 6E-1319 Headquarters (extension 6001). If such discussions do not resolve any questions you have regarding your eligibility, you may request that your case be formally considered by the Board. However, this request must be made within 30 days of the date of this memorandum.

Emmett D. Echols
Director of Personnel

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

14-00000

SECRET

20 July 1965

MEMORANDUM FOR: Chief, A&TS

SUBJECT : (McCORD, James W., Jr.)
(Educational Matter)

Attached is a letter from George Washington University showing the completion of the requirements for the degree of Master of Science in International Affairs. I understand this would be of interest to the Training and Personnel Branches for their files.

James W McCord Jr
James W. McCord, Jr.
Chief, Technical Division

Attachment:
As Stated Above

SECRET

14-00000

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D. C. 20006

THE COLLEGE OF GENERAL STUDIES

July 7, 1965

Mr. James W. McCord, Jr.
Air War College
Maxwell AFB, Ala.

Dear Mr. McCord,

I am happy to inform you that you have passed satisfactorily the Comprehensive Examination for candidates seeking the degree of Master of Science in International Affairs.

Congratulations!

Very truly yours,

James G. Brown

for Grover L. Angel
Dean

cc: CGS File
Registrar # 183595

14-00000

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 15 July 1965

1. SERIAL NUMBER: 038124

2. NAME (Last-First-Middle): MC CORD, James W., Jr.

3. NATURE OF PERSONNEL ACTION: REASSIGNMENT

4. EFFECTIVE DATE REQUESTED: MONTH 07 DAY YEAR 65

5. CATEGORY OF EMPLOYMENT: REGULAR

6. FUNDS: X V TO V | V TO CF | CF TO V | CF TO CF

7. COST CENTER NO. CHARGEABLE: 6271-0208

8. LEGAL AUTHORITY (Completed by Office of Personnel)

9. ORGANIZATIONAL DESIGNATIONS:
DDS/OFFICE OF SECURITY
TECHNICAL DIVISION
OFFICE OF THE CHIEF

10. LOCATION OF OFFICIAL STATION: WASHINGTON, D. C.

11. POSITION TITLE: ELECT ENG - AUDIO SUPP (15)

12. POSITION NUMBER: 0642

13. CAREER SERVICE DESIGNATION: SS

14. CLASSIFICATION SCHEDULE (GS, LB, etc.): GS

15. OCCUPATIONAL SERIES: 0855.21

16. GRADE AND STEP: 15 5

17. SALARY OR RATE: $ 18,740

18. REMARKS

18A. SIGNATURE OF REQUESTING OFFICIAL | DATE SIGNED

18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER: Robert E. O'Brien, A/Chief/PersBr/OS | DATE SIGNED: 7/14/65

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING NUMERIC	ALPHABETIC	22. STATION CODE	23. INTEGREE CODE	24. HOURS CODE	25. DATE OF BIRTH MO. DA. YR.	26. DATE LV GRADE	27. DATE OF LEI
37	10	16360	DDE	75213		1	01 26 24		

28. MIS EXPIRES | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1—CSC, 2—FICA, 3—NONE) | 31. SEPARATION DATA CODE | 32. CORRECTION/CANCELLATION DATA | EOD DATA | 33. SECURITY REQ. NO. | 34. SEX

35. VET. PREFERENCE (0—NONE, 1—5 PT., 2—10 PT.) | 36. SERV. COMP. DATE | 37. LONG COMP DATE | 38. CAREER CATEGORY | 39. FEGLI/HEALTH INSURANCE | 40. SOCIAL SECURITY NO.

41. PREVIOUS GOVERNMENT SERVICE DATA: 0—NO PREVIOUS SERVICE; 1—NO BREAK IN SERVICE; 2—BREAK IN SERVICE (LESS THAN 3 YEARS); 3—BREAK IN SERVICE (MORE THAN 3 YEARS) | 42. LEAVE CAT. CODE | 43. FEDERAL TAX DATA | 44. STATE TAX DATA

45. POSITION CONTROL CERTIFICATION: 7/21/65 [signature] | 46. O.P. APPROVAL: [signature] | DATE APPROVED: 7/23/65

A 37

R 432

FORM 6-63 1152 USE PREVIOUS EDITION

SECRET

GROUP 1
Excluded from automatic downgrading and declassification

14-00000

SECRET

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 20 August 1964

1. SERIAL NUMBER	2. NAME (Last-First-Middle)
058124	MCCORD, James W., Jr.

3. NATURE OF PERSONNEL ACTION: REASSIGNMENT AND TRANSFER ~~FROM~~ ~~[illegible]~~ TO VOUCHERED FUNDS

4. EFFECTIVE DATE REQUESTED: MONTH 8 DAY 16 YEAR 64

5. CATEGORY OF EMPLOYMENT: REGULAR

6. FUNDS: V TO V; X CF TO V; V TO CF; CF TO CF

7. COST CENTER NO. CHARGEABLE: 5271-0100

8. LEGAL AUTHORITY (Completed by Office of Personnel)

9. ORGANIZATIONAL DESIGNATIONS: DDS/OFFICE OF SECURITY EXECUTIVE STAFF

10. LOCATION OF OFFICIAL STATION: WASHINGTON, D.C.

11. POSITION TITLE: SECURITY OFFICER

12. POSITION NUMBER: 0032

13. CAREER SERVICE DESIGNATION: SS

14. CLASSIFICATION SCHEDULE (GS, LB, etc.): GS

15. OCCUPATIONAL SERIES: 1810.01

16. GRADE AND STEP: 15 4

17. SALARY OR RATE: $ 18,170

18. REMARKS

Verbal Concurrence: 20 August 1964 - George Rader, DDP/EE Personnel

Mr. McCord is being double slotted against position 0032 for approximately one (1) year while attending the Air War College.

Date. 20 AUG 1964

Security Approval has been granted for the use contemplated by this request

W. D. O[illegible]

Chief, Personnel [illegible]

cc: DDP/EE
cc: Cl Br

18A. SIGNATURE OF REQUESTING OFFICIAL

18B. DATE SIGNED

18C. SIGNATURE OF CAREER SERVICE APPROVING OFFICER: Ernest L. Hardt
Ernest L. Hardt, ChPersBr, [illegible]

DATE SIGNED: 8/20/64

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING NUMERIC	ALPHABETIC	22. STATION CODE	23. INTEGREE CODE	24. HOOTRS CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI
16	10	15750	[illegible]	25003		1	[illegible]		

28. NTE EXPIRES; 29. SPECIAL REFERENCE; 30. RETIREMENT DATA (1—CSC, 3—FICA, 5—NONE) CODE; 31. SEPARATION DATA CODE; 32. CORRECTION CANCELLATION DATA; EOD DATA; 33. SECURITY REQ. NO.; 34. SEX

35. VET. PREFERENCE (0—NONE, 1—5 PT., 2—10 PT.); 36. SERV. COMP. DATE; 37. LONG. COMP. DATE; 38. CAREER CATEGORY; 39. FEGLI HEALTH INSURANCE (0—WAIVE, 1—YES), HEALTH INS. CODE; 40. SOCIAL SECURITY NO.

41. PREVIOUS GOVERNMENT SERVICE DATA: 0—NO PREVIOUS SERVICE; 1—NO BREAK IN SERVICE; 2—BREAK IN SERVICE (LESS THAN 3 YEARS); 3—BREAK IN SERVICE (MORE THAN 3 YEARS)

42. LEAVE CAT CODE

43. FEDERAL TAX DATA: FORM EXECUTED (1—YES, 2—NO), CODE, NO. TAX EXEMPTIONS

44. STATE TAX DATA: FORM EXECUTED (1—YES, 2—NO), CODE, NO. TAX EXEMP., STATE CODE

45. POSITION CONTROL CERTIFICATION: from EE [illegible]

46. O P APPROVAL: [illegible signature]

DATE APPROVED: 8-20-64

FORM 6-63 1152 USE PREVIOUS EDITIONS

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 8 MAY 1962

1. SERIAL NUMBER: 058124
2. NAME (Last-First-Middle): MCCORD, James W. Jr.
3. NATURE OF PERSONNEL ACTION: Reassignment and Transfer to Confidential Funds
4. EFFECTIVE DATE REQUESTED: MONTH 05 DAY 27 YEAR 62
5. CATEGORY OF EMPLOYMENT: Regular
6. FUNDS: V TO V | X V TO CF | CF TO V | CF TO CF
7. COST CENTER NO. CHARGEABLE: 2139 9300 1017
8. LEGAL AUTHORITY (Completed by Office of Personnel):
9. ORGANIZATIONAL DESIGNATIONS: DDP/EE
German Station
Deputy for Combined Services
Security Branch
10. LOCATION OF OFFICIAL STATION: Frankfurt, Germany
11. POSITION TITLE: Security Officer ~~(SO)~~
12. POSITION NUMBER: 0363
13. CAREER SERVICE DESIGNATION: SS
14. CLASSIFICATION SCHEDULE (GS, LB, etc.): GS ~~(15)~~
15. OCCUPATIONAL SERIES: 1810.01
16. GRADE AND STEP: 15 2
17. SALARY OR RATE: $ 14055

18. REMARKS

One copy has been forwarded to the Office of Security.
W-4 and D-4 forms have been forwarded to Payroll.
Medical OK, JANUARY 1962 per the Office of Security.
From: DDS/Office of Security
Security Research Staff
Office of the Chief
Washington, D.C.
#365

5/22/62
m75/22/62

18A. SIGNATURE OF REQUESTING OFFICIAL: Margaret E. McKenney, C/EE/Pers
DATE SIGNED: 5-11-62

18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER: Ernest J. Ford for Chief, OS/Pers
DATE SIGNED: 16 May 62

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. EMPLOY. CODE	21. OFFICE CODING NUMERIC	ALPHABETIC	22. STATION CODE	23. INTEGRATE CODE	24. POSITION CODE	25. DATE OF BIRTH
20	10	54460	EE	27015		3	01 26 24

EOD DATA

45. POSITION CONTROL CERTIFICATION: Sec. Concur. Sec
MW 05-18-62

46. O.P. APPROVAL: M.J. [signature]
DATE APPROVED: 5/21/62

FORM 8-61 1152 USE PREVIOUS EDITION.

SECRET

14-00000

CIA INTERNAL USE ONLY

REQUEST FOR PERSONNEL ACTION

25 June 1959

1. Serial No.	2. Name (Last-First-Middle)	3. Date Of Birth (Mo. Da. Yr.)	4. Vet. Pref.	5. Sex	6. CS - EOD (Mo. Da. Yr.)
158124	MCCORD JAMES W JR	01 26 24	1	M 1	08 22 51

7. SCD (Mo. Da. Yr.)	8. CSC Retmt. (Code)	9. CSC Or Other Legal Authority	10. Apmt. Affidav.	11. FEGLI	12. LCD (Mo. Da. Yr.)	13. (Code)
03 27 45	1	50 USCA 403 J			08 22 51	2

PREVIOUS ASSIGNMENT

14. Organizational Designations	Code	15. Location Of Official Station	Station Code
DDS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF	3112	WASH., D.C.	75013

16. Dept. - Field (Code)	17. Position Title	18. Position No.	19. Serv.	20. Occup. Series
2	SECURITY OFFICER	0365	GS	1810.01

21. Grade & Step	22. Salary Or Rate	23. SD	24. Date Of Grade (Mo. Da. Yr.)	25. PSI Due (Mo. Da. Yr.)	26. Appropriation Number
14 2 3	$ 11,835 11595	SS	07 01 56	06 28 59	9 7100 20 001

ACTION

27. Nature Of Action	Code	28. Eff. Date (Mo. Da. Yr.)	29. Type Of Employee	Code	30. Separation Date
PROMOTION	30	6 28 59	Regular	01	

PRESENT ASSIGNMENT

31. Organizational Designations	Code	32. Location Of Official Station	Station Code
DDS Office of Security Security Research Staff Office of the Chief	3112	Washington, D. C.	75013

33. Dept. - Field (Code)	34. Position Title	35. Position No.	36. Serv.	37. Occup. Series
Frgn - D 2	Security Officer	0365	GS	1810.01

38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade (Mo. Da. Yr.)	42. PSI Due (Mo. Da. Yr.)	43. Appropriation Number
15-1	$ 12,770.00	SS	6 28 59	12 28 60	9-7100-20-001

SOURCE OF REQUEST

A. Requested By (Name And Title): Sheffield Edwards, Director of Security

B. For Additional Information Call (Name & Telephone Ext.): R. E. Steele, Ch. Pers. Br., A&TS/OS

C. Request Approved By (Signature And Title): Sheffield Edwards, Director of Security

CLEARANCES

Clearance	Signature	Date	Clearance	Signature
A. Career Board			D. Placement	[illegible]
B. Pos. Control	[illegible]	7/1959	E.	
C. Classification			F. Approved By	[illegible]

Remarks

FORM NO. 1152
1 MAR 57

CIA INTERNAL USE ONLY

14-00000

REQUEST FOR PERSONNEL ACTION

21 January 1959

1. Serial No.	2. Name (Last-First-Middle)	3. Date Of Birth (Mo. Da. Yr.)	4. Vet. Pref. (None-0, 5 Pt-1, 10 Pt-2) Code	5. Sex	6. CS-EOD (Mo. Da. Yr.)
158124	MCCORD JAMES W JR	01 26 24	1	M 1	08 22 51

7. SCD (Mo. Da. Yr.)	8. CSC Retmt. (Yes-1, No-2) Code	9. CSC Or Other Legal Authority	10. Apmt. Affidav. (Mo. Da. Yr.)	11. FEGLI (Yes-1, No-2) Code	12. LCD (Mo. Da. Yr.)	13. Mil. Serv. Credit, LCD (Yes-1, No-2) Code
03 27 45	1	50 USCA 403 J			08 22 51	2

PREVIOUS ASSIGNMENT

14. Organizational Designations	Code	15. Location Of Official Station	Station Code
DDS OFFICE OF SECURITY INSPECTION STAFF	3110	WASH., D.C.	75013

16. Dept. - Field (Dept - USIId - Frgn) Code	17. Position Title	18. Position No.	19. Serv.	20. Occup. Series
2	INVESTIGATOR	0033	GS	1810.22

21. Grade & Step	22. Salary Or Rate	23. SD	24. Date Of Grade (Mo. Da. Yr.)	25. PSI Due (Mo. Da. Yr.)	26. Appropriation Number
14 2	$11,595	SD	07 01 56	06 28 59	9 7101 20

ACTION

27. Nature Of Action	Code	28. Eff. Date (Mo. Da. Yr.)	29. Type Of Employee	Code	30. Separation Data
REASSIGNMENT	16		Regular	01	

PRESENT ASSIGNMENT

31. Organizational Designations	Code	32. Location Of Official Station	Station Code
DDS/Office of Security Security Research Staff Office of the Chief	3117	Washington, D. C.	

33. Dept. - Field (Dept - USIId - Frgn) Code	34. Position Title	35. Position No.	36. Serv.	37. Occup. Series
D	Security Officer	T365	GS	1810.01

38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade (Mo. Da. Yr.)	42. PSI Due (Mo. Da. Yr.)	43. Appropriation Number
14-2	$11595.00 pa	SD			9-7100-20-001

SOURCE OF REQUEST

A. Requested By (Name And Title): H. E. Steele, Ch. Pers. Br., A&TS/OS

B. For Additional Information Call (Name & Telephone Ext.): Marcia Shepherd Ext. 2053

C. Request Approved By (Signature And Title): H. E. Steele — Chief, Personnel Branch, A&TS/OS

CLEARANCES

Clearance	Signature	Date	Clearance	Signature	Date
A. Career Board			D. Placement	EB	1/28/59
B. Pos. Control		23 Jan	E.		
C. Classification			F. Approved By	EW Shaw / M McKinney	1-28-59

Remarks

(4)

FORM NO. 1152
1 MAR 57

14-00000

SECRET
(When Filled In)

DATE PREPARED Mo Da Yr	REQUEST FOR PERSONNEL ACTION	X	V to V / UV to V		V to UV / UV to UV
7 10 58					

1. Serial No.	2. Name (Last-First-Middle)	3. Date of Birth Mo Da Yr	4. Vet. Pref. None-0 5 Pt-1 10 Pt-2 Code	5. Sex	6. CS-EOD Mo Da Yr
	McCORD, James Walter, Jr.	1 26 24	1	M	

7. SCD Mo Da Yr	8. CSC Retmt. Yes-1 No-2 Code	9. CSC Or Other Legal Authority	10. Appt. Affidav. Mo Da Yr	11. FEGLI Yes-1 No-2 Code	12. LCD Mo Da Yr	13. MIL. SERV. CREDIT LCD Yes-1 No-2 Code

PREVIOUS ASSIGNMENT

14. Organizational Designations	Code	15. Location Of Official Station	Station Code
DDS/Office of Security Security Research Staff Office of the Chief		Washington, D. C.	

16. Dept.-Field (Dept.- Usfld- Frgn-)	Code	17. Position Title	18. Position No.	19. Serv.	20. Occup. Series
D		Security Officer	365	GS	1810.01

21. Grade & Step	22. Salary Or Rate	23. SD	24. Date Of Grade Mo Da Yr	25. PSI Due Mo Da Yr	26. Appropriation Number
14-3 2	11,595 $ ~~11355.00~~ pa	SS			8-7101-20

ACTION

27. Nature Of Action	Code	28. Eff. Date Mo Da Yr	29. Type Of Employee	Code	30. Separation Date
REASSIGNMENT			Regular		

PRESENT ASSIGNMENT

31. Organizational Designations	Code	32. Location Of Official Station	Station Code
DDS/Office of Security Inspection Staff	5110	Washington, D. C.	

33. Dept.-Field (Dept.- Usfld- Frgn-)	Code	34. Position Title	35. Position No.	36. Serv.	37. Occup. Series
D		Investigator	33	GS	1810.22

38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade Mo Da Yr	42. PSI Due Mo Da Yr	43. Appropriation Number
14 ~~3~~ 2	11,595 $ ~~11355.00~~ pa	SS	07 10 56	06 28 59	8-7101-20

SOURCE OF REQUEST

A. Requested By (Name And Title): H. E. Steele, Ch. Pers. Br. A&TS/OS

B. For Additional Information Call (Name & Telephone Ext.): Relda White, Ext 2063

C. Request Approved By (Signature And Title): H. E. Steele — Chief, Personnel Branch, A&TS/OS

CLEARANCES

Clearance	Signature	Date	Clearance	Signature	Date
A. Career Board			D. Placement	W. H. Dotts	7/16/58
B. Pos. Control	CL		E.		
C. Classification			F. Approved By	[signature]	7-16-58

Remarks

FORM 12-57 1152a (USE PREVIOUS EDITION) SECRET (4)

SECRET

STANDARD FORM 52

REQUEST FOR PERSONNEL ACTION

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname)	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST
MR. JAMES W. McCORD, Jr.	26 Jan 1924		4 Jun 57

5. NATURE OF ACTION REQUESTED:
A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)
REASSIGNMENT

B. POSITION (Specify whether establish, change grade or title, etc.)

6. EFFECTIVE DATE
A. PROPOSED:
B. APPROVED:

7. C.S. OR OTHER LEGAL AUTHORITY

FROM—		TO—
Investigator (CI) T367 GS-1810.22-14 $10,320.00 pa	8. POSITION TITLE AND NUMBER 9. SERVICE, GRADE, AND SALARY	Security Officer T365-14 GS-1810.01-14 $10,320.00 pa
DDS/Office of Security Security Research Staff Internal Branch	10. ORGANIZATIONAL DESIGNATIONS 311201	DDS/Office of Security Security Research Staff Office of the Chief
Washington, D. C.	11. HEADQUARTERS 2	Washington, D. C.
[ ] FIELD [XX] DEPARTMENTAL	12. FIELD OR DEPARTMENTAL	[ ] FIELD [XX] DEPARTMENTAL

A. REMARKS (Use reverse if necessary)
No Fitness Report required - no change in supervision.

B. REQUESTED BY (Name and title)
H.E.Steele, Ch, Pers. Br., A&TS, OS

C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)
Jane Giesing, Ext. 2063

D. REQUEST APPROVED BY
Signature: H. E. Steele
Title: Ch, Personnel Branch, A&TS, OS

13. VETERAN PREFERENCE

NONE	WWII	OTHER	5-PT	10-POINT DISAB.	10-POINT OTHER
	X		X		

14. POSITION CLASSIFICATION ACTION

NEW	VICE	I.A.	REAL.	
			•	SD-SS

15. SEX: M

16. APPROPRIATION
FROM 7-7101-20
TO Same

17. SUBJECT TO C.S. RETIREMENT ACT (YES—NO): Yes

18. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)

19. LEGAL RESIDENCE [ ] CLAIMED [ ] PROVED
STATE:

20. STANDARD FORM 50 REMARKS

21. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS:
A			
B. CEIL. OR POS. CONTROL	[signature]	5 JUN 1957	
C. CLASSIFICATION	[signature]	6/5/57	
D. PLACEMENT OR EMPL.	[signature]	6/11/57	
E.			

F. APPROVED BY R W [signature] / M Mayberry [signature]

SECRET

15—63437-8

SECRET

STANDARD FORM 52
PROMULGATED BY THE U. S. CIVIL SERVICE COMMISSION
JANUARY 1949—FEDERAL PERSONNEL MANUAL CHAPTER R

REQUEST FOR PERSONNEL ACTION

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname): MR. JAMES W. McCORD, Jr.
2. DATE OF BIRTH: 26 Jan '24
3. REQUEST NO.:
4. DATE OF REQUEST: 6/29/56
5. NATURE OF ACTION REQUESTED:
A. PERSONNEL (Specify whether appointment, promotion, separation, etc.): PROMOTION
B. POSITION (Specify whether establish, change grade or title, etc.):
6. EFFECTIVE DATE A. PROPOSED: ASAP
B. APPROVED:
7. C. S. OR OTHER LEGAL AUTHORITY:

FROM—		TO—
Security Res Spec T405	8. POSITION TITLE AND NUMBER	Investigator (CI) T367
GS-1810.24-13 $9205.00 pa	9. SERVICE, GRADE, AND SALARY	GS-1810.22-14 $10,320.00 pa
DDS/Office of Security Security Research Staff External Branch	10. ORGANIZATIONAL DESIGNATIONS	DDS/Office of Security Security Research Staff Internal Branch
Washington, D. C.	11. HEADQUARTERS	Washington, D. C.
[ ] FIELD [XX] DEPARTMENTAL	12. FIELD OR DEPARTMENTAL	[ ] FIELD [XX] DEPARTMENTAL

A. REMARKS (Use reverse if necessary)

No Fitness Report required - no change in supervision.

B. REQUESTED BY (Name and title): H.E.Steele, Ch, Pers. Br., A&TS, OS
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension): Jane Giesing, Ext. 2063
D. REQUEST APPROVED BY
Signature: E.W.Schmidt
Title: Ch, Admin & Training Staff, OS

13. VETERAN PREFERENCE

NONE	WWII	OTHER	5-PT.	10 POINT DISAB.	10 POINT OTHER
	X		X		

14. POSITION CLASSIFICATION ACTION

NEW	VICE	L.A.	REAL.

SD-SS

15. SEX: M
16. APPROPRIATION: W FROM: 4-7101-20 TO: 6-7101-20
17. SUBJECT TO C. S. RETIREMENT ACT (YES—NO): Yes
18. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY):
19. LEGAL RESIDENCE [ ] CLAIMED [ ] PROVED STATE: Texas

20. STANDARD FORM 50 REMARKS

21. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS:
A.			
B. CEIL. OR POS CONTROL	GH		
C. CLASSIFICATION	[illegible]		
D. PLACEMENT OR EMP.	[illegible]	6/29/56	
E.			
F. APPROVED BY	[signature]		

SECRET

10—67829-4

4-00000

E.O.

R.W. White 23 September 1954

Joseph S. Reff

Military Permit for Germany - James Walter McCord, Jr.

1. It is requested that a Military Permit for Germany be affixed to the Special Passport issued to the above subject.

2. Travel for the above subject is sponsored by the CENTRAL INTELLIGENCE AGENCY. Housing accommodations are available.

3. It is further requested that any reference to the CENTRAL INTELLIGENCE AGENCY be excluded from the permit issued.

Special Passport # 39738
Date of issue: 15 September 1954
Place of issue: Washington, D.C.
Valid Until: 14 September 1956
Occupation: Government Employee
Destination: Frankfurt
Duration in Germany: 2yrs.
Date of entry: 30 September 1954

14-00000

SECRET

STANDARD FORM 52

REQUEST FOR PERSONNEL ACTION

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr.–Miss–Mrs.–One given name, initial(s), and surname): MR. JAMES W. McCORDY Jr.
2. DATE OF BIRTH: 3/ January 1924
3. REQUEST NO.:
4. DATE OF REQUEST: 6/ /54

5. NATURE OF ACTION REQUESTED
A. PERSONNEL (Specify whether appointment, promotion, separation, etc.): PROMOTION
B. POSITION (Specify whether establish, change grade or title, etc.)

6. EFFECTIVE DATE
A. PROPOSED: ASAP
B. APPROVED: 6 June 1954

7. C. S. OR OTHER LEGAL AUTHORITY

FROM—		TO—
Investigator T297.01	8. POSITION TITLE AND NUMBER	Security Officer TL65
GS-1810.27-12 $7240 per annum	9. SERVICE, GRADE, AND SALARY	GS-1810.01-13 $8360.00 per annum
DDA/Security Office, Special Security Division, Operations Branch, Office of the Chief	10. ORGANIZATIONAL DESIGNATIONS	DDA/Security Office, Office of the Chief
Washington, D. C.	11. HEADQUARTERS	Washington, D. C.
☐ FIELD ☒ DEPARTMENTAL	12. FIELD OR DEPARTMENTAL	☐ FIELD ☒ DEPARTMENTAL

A. REMARKS (Use reverse if necessary)

PSI eff 6 June 54 – not in folder

approved by SE/CSB 8 June 54 *

B. REQUESTED BY (Name and title): Ervin A. Schmidt, Chief, A[illegible]

C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension): [illegible] Steele, Ext. [illegible]

D. REQUEST APPROVED BY
Signature: C H [illegible]
Title: Executive Officer, Security Office

13. VETERAN PREFERENCE

NONE	5 PT.	OTHER	5 PT.	10 POINT DISAB.	10 POINT OTHER
	X		X		

14. POSITION CLASSIFICATION ACTION

NEW	VICE	I. A.	REAL.	
				CD-SH

15. SEX
16. RACE
17. APPROPRIATION
FROM: 4-7103-20
TO: 5-7103-20

18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO)
19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)
20. LEGAL RESIDENCE ☐ CLAIMED ☐ PROVED
STATE:

21. STANDARD FORM 50 REMARKS

* Per Mr Steele, SO – [illegible] 6/9/54

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS:
A.			
B. CEIL. OR POS. CONTROL	[signature]	9 June 54	
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.	[signature]	9/9/54	
E.			

F. APPROVED BY: Ralph S. [illegible] 10 June '54

SECRET

10—57330-8

14-00000

SECRET

STANDARD FORM 52

REQUEST FOR PERSONNEL ACTION

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname): [illegible]
2. DATE OF BIRTH: [illegible]
3. REQUEST NO.:
4. DATE OF REQUEST: [illegible]

5. NATURE OF ACTION REQUESTED
A. PERSONNEL (Specify whether appointment, promotion, separation, etc.): REASSIGNMENT
B. POSITION (Specify whether establish, change grade or title, etc.)

6. EFFECTIVE DATE
A. PROPOSED:
B. APPROVED:

7. C. S. OR OTHER LEGAL AUTHORITY

FROM—		TO—
Investigator (Gen) [illegible]	8. POSITION TITLE AND NUMBER	Investigator [illegible]
GS-1810-1[illegible] [illegible].00 per annum	9. SERVICE, GRADE, AND SALARY	GS-1810.[illegible]-12 [illegible].00 per annum
DDA/Security Office Special Security Division Operations Branch Office of the Chief	10. ORGANIZATIONAL DESIGNATIONS	DDA/Security Office Special Security Division Operations Branch Office of the Chief
Washington, D. C.	11. HEADQUARTERS	Washington, D. C.
FIELD ☐ DEPARTMENTAL ☒	12. FIELD OR DEPARTMENTAL	FIELD ☐ DEPARTMENTAL ☒

A. REMARKS (Use reverse if necessary)

B. REQUESTED BY (Name and title): Ervin W. Schmidt, Chief, A [illegible]

C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension): [illegible] Steele, Ext. [illegible]

D. REQUEST APPROVED BY
Signature: E W Schmidt
Title: Chief, Admin & Training Staff, [illegible]

13. VETERAN PREFERENCE

NONE	WWII	OTHER	5 PT.	10 POINT DISAB.	10 POINT OTHER
			X		

14. POSITION CLASSIFICATION ACTION

NEW	VICE	I. A.	REAL.

CD-[illegible]

15. SEX: M
16. RACE: W
17. APPROPRIATION — FROM: [illegible]-7103-20 TO: [illegible]-7103-20
18. SUBJECT TO C. S. RETIREMENT ACT
19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)
20. LEGAL RESIDENCE ☐ CLAIMED ☐ PROVED STATE: TEXAS

21. STANDARD FORM 50 REMARKS

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS:
A.			
B. CEIL. OR POS. CONTROL	[illegible]	[illegible]	
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.	[illegible]	[illegible]	
E.			

F. APPROVED BY [illegible]

SECRET

[illegible]

4-00000

SECRET

STANDARD FORM 52

REQUEST FOR PERSONNEL ACTION

VOUCHERED

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and Ell in separation data on reverse.

1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname)	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST
MR. JAMES W. McCORD, JR.	1/26/24		12/17/53

5. NATURE OF ACTION REQUESTED:
A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)
REASSIGNMENT

B. POSITION (Specify whether establish, change grade or title, etc.)

6. EFFECTIVE DATE
A. PROPOSED:
B. APPROVED: 6-0-6
3 JAN 1954

7. C.S. OR OTHER LEGAL AUTHORITY

FROM—		TO—
Investigator(Gen) T211.01	8. POSITION TITLE AND NUMBER	Investigator(Gen) T297.01
GS-1810-12 $7040.00 per annum	9. SERVICE, GRADE, AND SALARY	GS-1810-12 $7040.00 per annum
DDA/Security Office Special Security Division SSD Pool	10. ORGANIZATIONAL DESIGNATIONS	DDA/Security Office Special Security Division Operations Branch Office of the Chief
Washington, D. C.	11. HEADQUARTERS	Washington, D. C.
[X] FIELD [ ] DEPARTMENTAL	12. FIELD OR DEPARTMENTAL	[ ] FIELD [X] DEPARTMENTAL

A. REMARKS (Use reverse if necessary)

Transfer TO Vouchered Funds FROM UNVouchered Funds.

B. REQUESTED BY (Name and title)
Ervin W. Schmidt, Chief, A&TS

D. REQUEST APPROVED BY
Signature: EWSchmidt
Title: Chief, Admin. & Trng. Staff
SO

C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)
R.E. Steele, Ext. 2063

13. VETERAN PREFERENCE

NONE	WWI	OTHER	5-PT.	10 POINT DISAB.	10 POINT OTHER
	X		X		

14. POSITION CLASSIFICATION ACTION

NEW	VICE	J. A.	REAL.

~~[illegible]~~
CD-SE

15. SEX	16. RACE	17. APPROPRIATION	18. SUBJECT TO C.S. RETIREMENT ACT	19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE
M	W	FROM 4-7130-30 TO 4-7103-20			[ ] CLAIMED [ ] PROVED STATE:

21. STANDARD FORM 50 REMARKS

Security Concurrence
12/22/53

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS
A.			
B. CEIL. OR POS. CONTROL	[illegible]	21/12	
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.			
E.			

F. APPROVED BY [illegible signature] 12/22/53

SECRET

10—67939-6

14-00000

TO: Director of Personnel
Department of Justice-F.B.I.
Washington, D. C.

DATE: 17 September 1951

In accordance with the requirements of the Federal Personnel Manual it is requested that the Official Personnel Folder and Leave Record of:

NAME: MCCORD, James Walter, Jr.

DOB: 26 Jan. 1924

PREVIOUSLY EMPLOYED IN: Department of Justice-F.B.I.

BRANCH OR DIVISION :

LOCATION : Washington, D. C.

DATES OF EMPLOYMENT : October 1948 to February 1951

Be forwarded to:

Mr. K. B. J. Hopkins
Chief, Personnel Division
Central Intelligence Agency
2430 E Street, N. W.
Washington 25, D. C.

Leave record sent to Payroll 9-27-51

14-00000

C O N F I D E N T I A L

22 August 1951
(Date)

I, James Walter McCord, Jr., hereby certify that the information appearing on my Personal History Statement dated 18 May 1951 is still accurate and correct, except as follows: No corrections

1. However an addition may be made to the education section inasmuch as one summer semester in evening Law School, Lincoln University, Oakland, Calif., was completed since the date of the application. This semester began 4 June 1951 and ended 10 August 1951.

2. In the certificate regarding Reserve Status filed with the original application it was reflected that I was in the Volunteer Air Reserve, USAF. On August 14 a letter Reserve Order from Hamilton AFB, Calif., was sent to me advising that I was being transferred from the Volunteer Air Reserve to the Organized Reserve with a mobilization assignment with the 19th District OSI, Travis AFB, California. (See Military Status Questionnaire)

James Walter McCord Jr.
(Signature)

C O N F I D E N T I A L

N K

810 Pacific Avenue
Alameda, California
July 20, 1951

Mr. Joseph B. Hagan
Chief, Personnel Procurement
Central Intelligence Agency
2430 E Street, N. W.
Washington, D. C.

Dear Mr. Hagan:

Reference is made to your letter dated June 4, 1951.

At the present time I am in the position of finding it necessary in the very near future to make several decisions of considerable financial importance to me. Should your organization be in a position to indicate whether favorable consideration has been given my application, or to indicate by what date you may be in a position to make a decision in that regard, such information would be of very great help to me at this time. As you have been advised earlier, I am interested in the CIA as a career, am willing to accept an assignment either overseas or in this country at your discretion, and at the starting salary you believe commensurate with my past experience.

Any assistance you can furnish concerning the above request will be indeed appreciated.

Very truly yours

James Walter McCord Jr

James Walter McCord, Jr.

REQUEST FOR SECURITY CLEARANCE

Request No. 1-7311
Date: 6 July

1. Full Name ______ (Last, First, Middle) 2. Year of birth 1926

3. Position Title SPECIAL AGENT Grade GS-11 Code ___

4. Location: Office I&S Division ___ Branch ___

Code ___ Code ___ Code ___

5. Geographic destination SAN FRANCISCO, CALIF. (City and state or country, as appropriate)

6. Type of Employee: [X] 1. Regular [ ] 2. Contract [ ] 3. Consultant

[ ] 4. Military [ ] 5. Other: ___

7. Funds: [ ] 1. Vouchered [X] 2. Unvouchered

8. Type(s) of security clearance requested:

[X] Provisional for ___ (Show name of pool or group)

[X] Secret

[X] Full

[ ] Waiver

9. Availability date: ___ (Day-Month-Year) 10. Estimated clearance date ___ (Month-Year)

11. Recruitment Source ___ Code ___

12. Sex and Veteran status: [X] 1. M-V [ ] 2. M-NV [ ] 3. F-V [ ] 4. F-NV

13. Remarks:

2 PHS'S RETAINED BY I&S

Attachments:
( ) PHS
( ) Appendix I
( ) Photographs

Signature
PTC
Division

Form No. 37-104
Jun 1951

14-00000

4 June 1951

Mr. James W. McCord, Jr.
820 Pacific Avenue
Alameda, California

Dear Mr. McCord:

This is to acknowledge receipt of your application for employment with the Central Intelligence Agency.

Your application is being given consideration for current employment possibilities. This process is somewhat time consuming; however, we shall advise you as soon as a definite decision has been reached.

Any requests for further information should be addressed to the undersigned.

Very truly yours,

JOSEPH B. RAGAN
Chief, Personnel Procurement

Fool

10 May 1951

Mr. James Walter McCord, Jr.
[illegible] Pacific Avenue
Alameda, California

Dear Mr. McCord:

Thank you for your recent application for employment in our organization.

Enclosed you will find the forms which we require all prospective applicants to fill out in order that we may become more thoroughly acquainted with their background and experience. If you will be good enough to fill them out and return them with three passport size photographs of yourself, we will be in a better position to review your qualifications and will then advise you further. You may retain the fourth copy of the Personal History Statement for your own records.

We sincerely appreciate your interest in our organization and look forward to hearing from you in the near future.

Very truly yours,

JOSEPH B. RAGAN
Chief, Personnel Procurement

Enclosures (9)

RESTRICTED

SECRECY AGREEMENT

1. I, James Walter McCord Jr., understand that by virtue of my duties in the Central Intelligence Agency, I may be the recipient of information and intelligence which concerns the present and future security of the United States and which belongs to the United States. This information and intelligence, together with the methods of collecting and handling it, are classified according to security standards set by the Central Intelligence Agency. I have read and understand the provisions of the Act of Congress of June 15, 1917 (Espionage Act), as amended, concerning the disclosure of information relating to the National Defense and I am familiar with the penalties provided for violation thereof.

2. I agree that I do not now, nor shall I ever possess any right, interest, title or claim in or to any of the information or intelligence or the methods of collecting or handling of it which has come or shall come to my attention by virtue of my connection with the Central Intelligence Agency, but shall always recognize the property right of the United States of America in and to such matters.

3. I do solemnly swear that I will never divulge, publish nor reveal either by word, conduct, or by any other means such classified information, intelligence or knowledge, except in the performance of my official duties and in accordance with the laws of the United States, unless specifically authorized in writing in each case by the Director of Central Intelligence.

4. I understand that no change in my assignment or employment will relieve me of my obligation under this oath and that the provisions of this oath will remain binding upon me even after the termination of my services with the United States.

5. I understand that my employment by the Central Intelligence Agency is conditioned upon my understanding of and strict compliance with "Security Regulations CIA", and the appendices thereto.

6. I take this obligation freely, without any mental reservation or purpose of evasion.

In witness whereof I have set my hand and seal this ____ day of __________ 19____.

James Walter McCord Jr. (Seal)

Sworn to before me this ____ day of __________ 19____,

at ______________________________.

____

FORM NO. 38-33
APR 1950

RESTRICTED

[illegible]20 Pacific Avenue
Alameda, California
April 13, 1951

Director
Central Intelligence Agency
Washington, D. C.

Dear Sir:

I am interested in securing an interview with your local Agent-In-Charge regarding the position of Special Agent with your organization. My prior investigative experience includes four years with the Federal Bureau of Investigation, two years as a Special Agent and two years as a Radio Technician, I hold a commission in the U. S. Air Force Reserve, and have held an assignment as Intelligence Officer in a Reserve Unit. My last annual two-week tour of duty in the Air Force Reserve was an Intelligence Officer Refresher Course at Lowry Air Force Base, Colorado in March, 1950. My age is twenty-seven, and I am married, no children.

Should it appear that an interview may be arranged, I shall be glad to talk with your representative at his convenience.

Very truly yours

James Walter McCord, Jr.

SECERT

REPRODUCTION MASTERS

BIOGRAPHIC

BIOGRAPHIC PROFILE

SECRET

Handle With Care

WATERGATE FILE REVIEW FLAG

SUBJECT: McCORD, James

FILE NO: 58124 DATE FLAGGED: 24 April 1974

All information contained in this file through the above date was reviewed for possible significance to "Watergate" or other related matters. This review was conducted by Office of Security personnel. Additionally, this file was in the custody of the Office of the Inspector General from 26 February 1974 until released to the Office of Security on 15 April 1974.

No action is required through date cited above for further "Watergate" related file review reporting.

File Cross Reference - 625000

Officer Reviewing File

DO NOT REMOVE OR DESTROY THIS FLAG WITHOUT THE CONCURRENCE OF THE DEPUTY DIRECTOR OF SECURITY.

SECRET

NOTIFICATION OF [illegible]SHMENT OR CANCELLATION OF OFFIC[illegible] COVER BACKSTOP

31 August 1970

FILE NUMBER: 13507

EMPLOYEE NUMBER: 05[illegible]12[illegible]

ID CARD NUMBER:

TO: (Check)
- X CHIEF, RECORDS AND CONTROL
- CHIEF, CONTRACT PERSONNEL DIVISION
- X CHIEF, OPERATING COMPONENT (For action) OS

ATTN: OS/Chief Admin Staff

REF: Resignation Debriefing

SUBJECT: McCORD, James W. Jr.

OFFICIAL COVER: BACKSTOP ESTABLISHED; X DISCONTINUED

UNIT:

KEEP ON TOP OF FILE WHILE COVER IN EFFECT

ESTABLISHMENT OF OFFICIAL COVER BLOCK RECORDS (OPM 20-800-11)	X CANCELLATION OF OFFICIAL COVER UNBLOCK RECORDS (OPM 20-800-11)
A. TEMPORARILY FOR ______ DAYS EFFECTIVE DATE COB ______	DATE (as of CCB)
B. CONTINUING AS OF COB	August 1951
SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY. (HHB 20-7)	NA — SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY. (HHB 20-7)
X — ASCERTAIN THAT CIA W-2 BEING ISSUED. (HHB 20-11)	OK — RETURN ALL OFFICIAL DOCUMENTATION TO CCS.
SUBMIT FORM 1322 FOR ANY CHANGE AFFECTING THIS COVER. (HR-240-2a)	DO NOT WRITE IN THIS BLOCK - FOR CCS INTERNAL USE ONLY
SUBMIT FORM 1323 FOR TRANSFERRING COVER RESPONSIBILITY. (HR-240-2a)	
SUBMIT FORM 2688 [X] FOR HOSPITALIZATION CARD	

REMARKS AND/OR COVER HISTORY

Aug 51-Jun 53 CONUS DOD
Jun 53-May 62
May 62-May 64 Germany DAC
Jun 64 Overt

FORWARDING ADDRESS: # 7 Winder Court
Rockville, Maryland 20850
EMPLOYMENT ADDRESS: UNK

Subject is to indicate CIA as place of employment for entire period.

DRH/gb

DISTRIBUTION: COPY 1 - RCD
COPY 2 - OPERATING COMPONENT
COPY 3 - S/OS
COPY 4 - CL/TELSVC
COPY 5 - CCS - CHRONO
COPY 6 - CCS - FILE

James H. Franklin
CHIEF, OFFICIAL COVER, CENTRAL COVER STAFF

FORM 8-66 1551 USE PREVIOUS EDITION

SECRET

(13-20-43)

SECRET

NOTIFICATION OF CANCELLATION OF MILITARY COVER BACKSTOP

DATE: 20 Jul 64

TO: (Check)
- [X] CHIEF, PERSONNEL OPERATIONS DIVISION
- [ ] CHIEF, OPERATING COMPONENT (For Action) OS

ATTN: OS/AATS

REF:

SUBJECT: McCORD, JAMES W, Jr

FILE NO. E3930

ID CARD NO.

MILITARY COVER DISCONTINUED: Department of the Army/ overseas

- [X] Unblock Records: (OP Memo 20-800-11)

Effective 11 Jun 64

- [X] Submit Form 642 To Change Limitation Category. (HB 20-800-2 to be redesignated HHB 20-7)

- [X] Return All Military Documentation To CCS. Overseas military documentation for subject and dependents should be returned to CPB.

- [X] Remarks: Subject should be acknowledged as a current employee as he is to attend the Air War College as an overt employee.

THIS MEMO MUST REMAIN ON TOP OF FILE

7-23-64 WR

- [ ] COPY TO CPD/OP

James N. Franklin

EDF/pp CHIEF, MILITARY COVER, CCS

DISTRIBUTION: 1-OSD/OS: 1-PSD/OS

FORM 12-61 1551a

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

(13-20-43)

14-00000

SECRET

8 March 1961

File No. K-3030

MEMORANDUM FOR: Chief, Records and Services Division
Office of Personnel

SUBJECT : McCORD, James W.

1. Cover arrangements xxxxxxxxxxxxxxxxxxxx have been completed for the above-named Subject. TDY

2. Effective 11 Mar - 27 March 61, it is requested that your records be properly blocked xxxxxxx to deny xxxxxxxxx Subject's current Agency employment to an external inquirer.

xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx

For GLENN E. MOOREHOUSE
Acting Chief, Central Cover Group

cc: SSD/OS

SECRET

THIS DOCUMENT REMAIN ON TOP OF FILE

FORM 1-59 1580a (4-13-40)

3-18-61

14-00000

Mr. James W. McCord, Jr.
7 Winder Court
Rockville, Maryland 20850

Dear Mr. McCord:

It is the practice of the Organization to follow up with former employees six months after their retirement. We hope by such inquiry to obtain information on what our retirees are doing and where they are located, invite suggestions for improving the retirement program and to learn if the Organization might be of some assistance on any post-retirement matters.

We should like very much to hear from you on the above points and on any other topics you think would be useful to us.

For your convenience in replying, we have enclosed a sheet somewhat akin to a form on which we have listed those standard items of information we'd like to have on every retiree. The remainder of the sheet, including the reverse side, is for your comments and suggestions. We shall be most appreciative of your fullest response to this inquiry.

Thank you very much for your cooperation.

Sincerely yours,

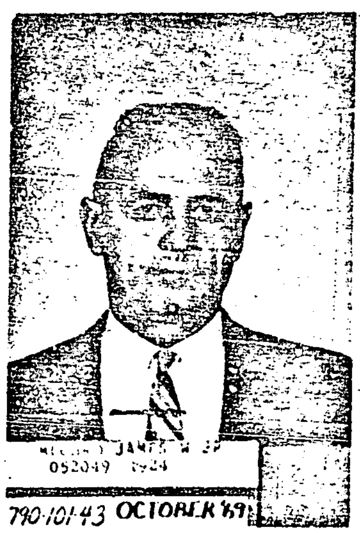
Carroll A. Duchay
Personnel Officer

Enclosures:
Questionnaire
Return Envelope

Distribution:
Original - Addressee
1 - OPF
1 - RAD Subject's File

OP/RAD/EFAB/:LShobe:mlp (23 April 1971)

Actions



1. LAST NAME FIRST NAME INITIAL(S)	2. APPOINTMENT DATA	3. TOTAL SERVICE FOR LEAVE (as of date of separation)
MC CORD, JAMES W JR	Entered on duty 08/22/51 XX	Years 25 Months 05 Days 04
4. DATE AND NATURE OF SEPARATION: RETIREMENT*INV*UNDER CIA RETIREMENT AND DISABILITY SYSTEM 08/31/70	Subject to Sec. 203(d), 1951 Leave Act Yes ☐ No ☐ Ceased to be subject to Sec. 203(d) on ____ annual leave basis	X More than 15 years

SUMMARY OF ANNUAL AND SICK LEAVE (HOURS)

	Annual	Sick
5. Balance from prior leave year ended 1/10 1970	328	1729
6. Current leave year accrual through 8/22 1970	128	64
7. Total	456	1793
8. Reduction in credits, if any (current year)		
9. Total leave taken	367	4
10. Balance	89	1789*

11. Total hours paid in lump sum 89 hrs & 1 hol
12. Salary rate(s) $28,989.00
13. Lump sum leave dates From 0830 09/01/70 09/17/70 0930 (Hours)

14. Certified correct by: [signature] [date]
(Signature) (Date)
for Chief Payroll 143-2585
(Title) (Telephone)

SUMMARY OF HOME LEAVE (DAYS)

14. Date arrival abroad for HL purposes ____
15. Current balance as of ____ 19__
16. 12-month accrual rate ____
17. Dates leave used prior 24 months ____
18. Monthly accrual date ____
19. Calendar days credit for next accrual date ____
20. Date basic service period completed ____

MILITARY LEAVE

21. Dates during current calendar yr ____ to ____
22. Dates during preceding calendar yr ____ to ____

ABSENCE WITHOUT PAY

	LWOP or Furlough (Hours)	AWOL or Suspension
23. During leave year in which separated		
24. During step increase waiting period which began on 06/14/70		
25. During 12-month HL accrual period (dates):		

REMARKS

SCD 03/27/45

*S/L TRANS TO STARDS 5 USC CH 63

Standard Form 1150
November 1965
1150-106

RECORD OF LEAVE DATA TRANSFERRED

U.S. CIVIL SERVICE COMMISSION
FPM SUPPLEMENTS 296-31 AND 990-2

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)
030139	MCCORD JAMES W JR

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE (MO DA YR)	5. CATEGORY OF EMPLOYMENT
RETIREMENT-INVOLUNTARY-UNDER CIA RETIREMENT AND DISABILITY SYS-CORR	08 31 70	REGULAR

6. FUNDS	V TO V	V TO CF	CF TO V	CF TO CF	7. Financial Analysis No. Chargeable	8. CSC OR OTHER LEGAL AUTHORITY
					1271 0001 0000	PL 88-643 SEC 235A

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDS/OFFICE OF SECURITY DD/PHYSICAL, TECHNICAL AND OVERSEAS SECURITY PHYSICAL SECURITY DIVISION OFFICE OF THE CHIEF	WASH., D.C.

11. POSITION TITLE	12. POSITION NUMBER	13. SERVICE DESIGNATION
PHYSICAL SEC OF	0070	SS

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	1810.07	15 5	28383

18. REMARKS

THIS ACTION CORRECTS FORM 1150 EFFECTIVE DATE 08/31/70 AS FOLLOWS: ITEM 16, GRADE AND STEP WHICH READ 15 ? TO READ 15 5; AND ITEM 17, SALARY OR RATE WHICH READ 28226 TO READ 28383.

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. Employ Code	21. OFFICE CODING (NUMERIC / ALPHABETIC)	22. STATION CODE	23. INTEGREE CODE	24. Health Code	25. DATE OF BIRTH (MO DA YR)	26. DATE OF GRADE	27. DATE OF LEI
55	10					01 03 24		

28. NTE EXPIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA (1 CSC, 2 CIA, 3 FICA, 4 NONE) / CODE	31. SEPARATION DATA CODE	32. Correction/Cancellation Data (TYPE / MO DA YR)	EOD DATA	33. SECURITY REQ NO	34. SEX
			0GU0000	93 / 08 31 70			

35. VET PREFERENCE	36. SERV COMP DATE	37. LONG COMP DATE	38. CAREER CATEGORY	39. FEGLI	HEALTH INSURANCE	40. SOCIAL SECURITY NO

41. PREVIOUS CIVILIAN GOVERNMENT SERVICE	42. LEAVE CAT CODE	43. FEDERAL TAX DATA	44. STATE TAX DATA

SIGNATURE OR OTHER AUTHENTICATION

POSTED

9-16-70 [signature]

Form 1150 (mfg 6-70) · Use Previous Edition · SECRET · BSJ

14-00000

SECRET

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER: [illegible]
2. NAME (LAST-FIRST-MIDDLE): MCCORD JAMES W JR
3. NATURE OF PERSONNEL ACTION: RETIRED D T-H VOLUNTARY-UNDER CIA RETIREMENT AND DISABILITY SYSTEM
4. EFFECTIVE DATE: 08 31 70
5. CATEGORY OF EMPLOYMENT: REGULAR
6. FUNDS: X V TO V / CF TO V / V TO CF / CF TO CF
7. Financial Analysis No. Chargeable: [illegible]
8. CSC OR OTHER LEGAL AUTHORITY: PL [illegible] SEC 235A
9. ORGANIZATIONAL DESIGNATIONS: DDS, OFFICE OF SECURITY / DD, PHYSICAL, TECHNICAL AND OVERSEAS SECURITY / PHYSICAL SECURITY DIVISION / OFFICE OF THE CHIEF
10. LOCATION OF OFFICIAL STATION: WASH., D.C.
11. POSITION TITLE: PHYSICAL SEC OF
12. POSITION NUMBER: [illegible]
13. SERVICE DESIGNATION: [illegible]
14. CLASSIFICATION SCHEDULE (GS, LB, etc.): GS
15. OCCUPATIONAL SERIES: 1810.07
16. GRADE AND STEP: 15 [illegible]
17. SALARY OR RATE: [illegible] 27979
18. REMARKS:

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE: 45
20. Employee Code: [illegible]
25. DATE OF BIRTH: 01 [illegible] [illegible]
31. SEPARATION DATA CODE: [illegible]

EOD DATA

SIGNATURE OR OTHER AUTHENTICATION

POSTED
8-28-70 [illegible]

Form 1150 Use Previous Edition

SECRET

BSJ

E[illegible] 70

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)
[illegible]	[illegible]FORD JA[illegible] W JR

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE (MO DA YR)	5. CATEGORY OF EMPLOYMENT
DESIGNATI[illegible] PARTICIPANT [illegible] CIA RETIREMENT [illegible] DISABILITY SYST[illegible]	[illegible] 70	[illegible]ULAR

6. FUNDS		V TO V		V TO CF	7. Financial Analysis No. Chargeable	8. CSC OR OTHER LEGAL AUTHORITY
		CF TO V		CF TO CF	[illegible] 0501 000[illegible]	PL [illegible]-643 SECT. [illegible]03

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDS/SE[illegible]	WASH., D.C.

11. POSITION TITLE	12. POSITION NUMBER	13. SERVICE DESIGNATION
		[illegible]

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
		15	

18. REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. Employ. Code	21. OFFICE CODING (NUMERIC / ALPHABETIC)	22. STATION CODE	23. INTEGREE CODE	24. Hours	25. DATE OF BIRTH (MO DA YR)	26. DATE OF GRADE (MO DA YR)	27. DATE OF LEI (MO DA YR)

28. NTE EXPIRES (MO DA YR)	29. SPECIAL REFERENCE	30. RETIREMENT DATA (1 CSC, 2 CIA, 3 FICA, 4 NONE) CODE	31. SEPARATION DATA CODE	32. Correction, Cancellation Data	EOD DATA	33. SECURITY REQ NO	34. SEX
		2					

35. VET. PREFERENCE (0 NONE, 1 5 PT, 2 10 PT)	36. SERV. COMP. DATE	37. LONG COMP. DATE	38. CAREER CATEGORY	39. FEGLI	HEALTH INSURANCE	40. SOCIAL SECURITY NO.

41. PREVIOUS CIVILIAN GOVERNMENT SERVICE (0 NO PREVIOUS SERVICE, 1 NO BREAK IN SERVICE, 2 BREAK IN SERVICE LESS THAN 3 YRS, 3 BREAK IN SERVICE MORE THAN 3 YRS)	42. LEAVE CAT. CODE	43. FEDERAL TAX DATA	44. STATE TAX DATA

SIGNATURE OR OTHER AUTHENTICATION

POSTED
2-8-70 [illegible]

FORM 1152 Use Previous Edition

SECRET

(When Filled In)

14-00000

A-38

1 SERIAL NO	2 NAME	3 ORGANIZATION	4 FUNDS	5 LWOP HOURS
058124	MCCORD JAMES W JR	16 240	V	

6 OLD SALARY RATE				7 NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date	SI	ADJ
GS 15	8	28,226	06/15/67	GS 15	9	28,989	06/14/70		

CERTIFICATION AND AUTHENTICATION

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE | DATE

☒ NO EXCESS LWOP

☐ IN PAY STATUS AT END OF WAITING PERIOD

☐ LWOP STATUS AT END OF WAITING PERIOD

CLERKS INITIALS | AUDITED BY

FORM 7-66 560 E Use previous editions PAY CHANGE NOTIFICATION (4-51)

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-231 AND EXECUTIVE ORDER 11524 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 28 DECEMBER 1969

NAME	SERIAL	ORGN,	FUNDS	GR-STEP	NEW SALARY
MCCORD JAMES W JR	058124	16 240	V	GS 15 8	$28,226

JLB: 10 OCT 68

SECRET
(When Filled In)

OCF

NOTIFICATION OF PERSONNEL ACTION

1 SERIAL NUMBER	2 NAME (LAST-FIRST-MIDDLE)
058124	MCCORD JAMES W JR

3 NATURE OF PERSONNEL ACTION	4 EFFECTIVE DATE (MO DA YR)	5 CATEGORY OF EMPLOYMENT
REASSIGNMENT	10 10 68	REGULAR

6 FUNDS	X	V TO V		V TO CF	7 Financial Analysis No. Chargeable	8 CSC OR OTHER LEGAL AUTHORITY
		CF TO V		CF TO CF	9271 0501 0000	50 USC 403 J

9 ORGANIZATIONAL DESIGNATIONS	10 LOCATION OF OFFICIAL STATION
DDS/OFFICE OF SECURITY DD/PHYSICAL, TECHNICAL & OVERSEAS SECURITY PHYSICAL SECURITY DIVISION OFFICE OF THE CHIEF	WASH., D.C.

11 POSITION TITLE	12 POSITION NUMBER	13 SERVICE DESIGNATION
PHYSICAL SEC OF	0070	SS

14 CLASSIFICATION SCHEDULE (GS, LB, etc.)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE
GS	1810.07	15 8	24393

18 REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 Employ Code	21 OFFICE CODING (NUMERIC)	21 OFFICE CODING (ALPHABETIC)	22 STATION CODE	23 INTEGREE CODE	24 Hdqtrs Code	25 DATE OF BIRTH (MO DA YR)	26 DATE OF GRADE	27 DATE OF LEI
37	10	16240	SEC	75013		1	01 26 24		

28 NTE EXPIRES	29 SPECIAL REFERENCE	30 RETIREMENT DATA	31 SEPARATION DATA CODE	32 Correction/Cancellation Data		33 SECURITY REQ NO	34 SEX
MO DA YR		1 CSC 2 CIA 3 FICA 4 NONE		TYPE MO DA YR	EOD DATA		

35 VET PREFERENCE	36 SERV COMP DATE	37 LONG COMP DATE	38 CAREER CATEGORY	39 REGULAR HEALTH INSURANCE	40 SOCIAL SECURITY NO
CODE: 0 NONE, 1 5 PT, 2 10 PT	MO DA YR	MO DA YR	CAR RESV PROV TEMP / CODE	CODE: 0 WAIVED, 1 YES	

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE	42 LEAVE CAT CODE	43 FEDERAL TAX DATA	44 STATE TAX DATA
CODE: 0 NO PREVIOUS SERVICE, 1 NO BREAK IN SERVICE, 2 BREAK IN SERVICE (LESS THAN 3 YRS), 3 BREAK IN SERVICE (MORE THAN 3 YRS)		FORM EXECUTED 1 YES 2 NO / CODE / NO TAX EXEMPTIONS	FORM EXECUTED 1 YES 2 NO / CODE / NO TAX EXEM / STATE CODE

SIGNATURE OR OTHER AUTHENTICATION

POSTED 10/10/68

FORM 1150 5-66 Use Previous Edition

SECRET

JLB

Excluded from automatic downgrading and declassification

(When Filled In)

058124 | MCCORD, JAMES | 16 240 V

OLD SALARY RATE				NEW SALARY RATE				TYPE ACTION		
Grade	Step	Salary	Last EP Date	Grade	Step	Salary	Effective Date	PS	QSI	ADJ
GS-15	7	$23734	06-18-67	GS-15	8	$24593	10-06-68			

Remarks and Authentication

QUALITY STEP INCREASE

/S/Robert S. Wattles DATE: 10-04-68

PAY CHANGE NOTIFICATION

(4-51)

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-206 AND EXECUTIVE ORDER 11413 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 JULY 1968

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
MCCORD JAMES W JR	058124	16 240	V	GS 15 7	$22,082	$23,734

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 90-206 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 8 OCTOBER 1967

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
MCCORD JAMES	058124	16 240	V	GS 15 7	$21,192	$22,082

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-504 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 6 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 3 JULY 1966

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
MCCORD JAMES W JR	058124	16 240	V	GS 15 5	$19,415	$19,975

A 39

1. Serial No.	2. Name	3. Cost Center Number	4. LWOP Hours
058124	MCCORD JAMES	16 240 V	

5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date	PSI	LSI	ADJ.
GS 15	6	$20,535	06/20/65	GS 15	7	$21,192	06/18/67			

8. Remarks and Authentication

NO EXCESS LWOP
IN PAY STATUS AT END OF WAITING PERIOD
LWOP STATUS AT END OF WAITING PERIOD
CLERKS INITIALS AUDITED BY

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE: DATE

PAY CHANGE NOTIFICATION

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-301 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI POLICY DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1965

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
MCCORD JAMES W JR	058124	16 240	V	GS 15 5	$18,740	$19,415

1. Serial No.	2. Name	3. Cost Center Number	4. LWOP Hours
058124	McCORD, JAMES	16 240 V	

5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date	PSI	LSI	ADJ.
GS-15	5	$19915	06/20/65	GS-15	6	$20585	08/28/66			

8. Remarks and Authentication

QUALITY STEP INCREASE

/s/ Emmett D. Echols DATE: 08/18/66

PAY CHANGE NOTIFICATION

Form 9-61 560 Obsolete Previous Edition (4-51)

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

DUS 08/31/65

1. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)
058124	MCCORD JAMES W JR

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE (MO DA YR)	5. CATEGORY OF EMPLOYMENT
REASSIGNMENT	08 29 65	

6. FUNDS	X	V TO V		V TO CF	7. COST CENTER NO. CHARGEABLE	8. CS OR OTHER LEGAL AUTHORITY
		CF TO V		CF TO CF	6271 0503 0000	

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DUS/SECURITY	WASH., D.C.

11. POSITION TITLE	12. POSITION NUMBER	13. CAREER SERVICE DESIGNATION
ELECT ENG AUDIO SUPP	0642	SS

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	0855.21	15	

18. REMARKS

SIGNATURE OR OTHER AUTHENTICATION

POSTED
9/1/65 [signature]

08 6-65 Use Previous Edition

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

(When Filled In)

RZR: 23 JUL 65

SECRET
(When Filled In)

OCF

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER: 058124
2. NAME (LAST-FIRST-MIDDLE): MCCORD JAMES W JR
3. NATURE OF PERSONNEL ACTION: REASSIGNMENT
4. EFFECTIVE DATE (MO DA YR): 07 23 65
5. CATEGORY OF EMPLOYMENT: REGULAR
6. FUNDS: X V TO V | V TO CF | CF TO V | CF TO CF
7. COST CENTER NO. CHARGEABLE: 6271 0208 0000
8. CSC OR OTHER LEGAL AUTHORITY: 50 USC 403 J
9. ORGANIZATIONAL DESIGNATIONS: DDS/OFFICE OF SECURITY TECHNICAL DIVISION OFFICE OF THE CHIEF
10. LOCATION OF OFFICIAL STATION: WASH., D.C.
11. POSITION TITLE: ELECT ENG AUDIO SUPP
12. POSITION NUMBER: 0642
13. SERVICE DESIGNATION: SS
14. CLASSIFICATION SCHEDULE (GS, LB, etc.): GS
15. OCCUPATIONAL SERIES: 0855.21
16. GRADE AND STEP: 15 5
17. SALARY OR RATE: 18740
18. REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. Employ. Code	21. OFFICE CODING (NUMERIC)	(ALPHABETIC)	22. STATION CODE	23. INTEGREE CODE	24. Hdqtrs. Code	25. DATE OF BIRTH (MO DA YR)	26. DATE OF GRADE	27. DATE OF LEI
37	10	16360	SEC	75013		1	01 26 24		

28. NTE EXPIRES (MO DA YR) | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1 - CSC, 2 - FICA, 3 - NONE) CODE | 31. SEPARATION DATA CODE | 32. CORRECTION/CANCELLATION DATA (TYPE, MO, DA, YR) | EOD DATA | 33. SECURITY REQ NO. | 34. SEX

35. VET. PREFERENCE (CODE: 0 - NONE, 1 - 5 PT., 2 - 10 PT.) | 36. SERV. COMP. DATE (MO DA YR) | 37. LONG COMP. DATE (MO DA YR) | 38. CAREER CATEGORY (CODE; CAR, RESV, EMPLOY, TEMP) | 39. FEGLI / HEALTH INSURANCE (CODE: 0 - WAIVED, 1 - YES; HEALTH INS. CODE) | 40. SOCIAL SECURITY NO.

41. PREVIOUS GOVERNMENT SERVICE DATA (CODE: 0 - NO PREVIOUS SERVICE, 1 - NO BREAK IN SERVICE, 2 - BREAK IN SERVICE (LESS THAN 3 YRS.), 3 - BREAK IN SERVICE (MORE THAN 3 YRS.)) | 42. LEAVE CAT CODE | 43. FEDERAL TAX DATA (FORM EXECUTED CODE: 1 - YES, 2 - NO; NO. TAX EXEMPTIONS) | 44. STATE TAX DATA (FORM EXECUTED: 1 - YES, 2 - NO; CODE; NO TAX EXEMP; STATE CODE)

SIGNATURE OR OTHER AUTHENTICATION

7/27/65

FORM 11-62 1150 Use Previous Edition

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

(When Filled In)

14-00000

37.

1. Serial No.	2. Name	3. Cost Center Number	4. LWOP Hours
098124	MCCORD JAMES W JR	16 160 V	

5. Old Salary Rate				6. New Salary Rate				7. Type Action		
Grade	Step	Salary	Last EH. Date	Grade	Step	Salary	Effective Date	PSI	LSI	ADJ
GS 15	4	$18,170	06/23/63	GS 15	5	$18,740	06/20/65			

8. Remarks and Authentication

/ X / NO EXCESS LWOP
/ / IN PAY STATUS AT END OF WAITING PERIOD
/ / LWOP STATUS AT END OF WAITING PERIOD
CLERKS INITIALS [signature] AUDITED BY [initials]

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE: [signature] DATE 8/11/65

PAY CHANGE NOTIFICATION

Form 560 Obsolete Previous Edition (4-51)

JUN 23 12 24 PM '65

ADJUSTMENT OF SALARY RATE IN ACCORDANCE WITH THE SCHEDULES OF THE GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964 PURSUANT TO THE AUTHORITY OF THE DIRECTOR OF CENTRAL INTELLIGENCE AS PROVIDED IN THE CENTRAL INTELLIGENCE AGENCY ACT OF 1949, AS AMENDED, AND POLICY DIRECTIVE ISSUED BY THE ACTING DIRECTOR OF CENTRAL INTELLIGENCE DATED 8 OCTOBER 1962.

SALARY CONVERTED TO RATE SHOWN FOR INDIVIDUAL'S GRADE AND STEP AS INDICATED IN CHART BELOW.

GENERAL SCHEDULE RATES
Federal Employees Salary Act of 1964

GRADE	*Per Annum Rates and Steps*									
	1	2	3	4	5	6	7	8	9	10
GS- 1	$3,385	$3,500	$3,615	$3,730	$3,845	$3,960	$4,075	$4,190	$4,305	$4,420
GS- 2	3,680	3,805	3,930	4,055	4,180	4,305	4,430	4,555	4,680	4,805
GS- 3	4,005	4,140	4,275	4,410	4,545	4,680	4,815	4,950	5,085	5,220
GS- 4	4,480	4,630	4,780	4,930	5,080	5,230	5,380	5,530	5,680	5,830
GS- 5	5,000	5,165	5,330	5,495	5,660	5,825	5,990	6,155	6,320	6,485
GS- 6	5,505	5,690	5,875	6,060	6,245	6,430	6,615	6,800	6,985	7,170
GS- 7	6,050	6,250	6,450	6,650	6,850	7,050	7,250	7,450	7,650	7,850
GS- 8	6,630	6,850	7,070	7,290	7,510	7,730	7,950	8,170	8,390	8,610
GS- 9	7,220	7,465	7,710	7,955	8,200	8,445	8,690	8,935	9,180	9,425
GS-10	7,900	8,170	8,440	8,710	8,980	9,250	9,520	9,790	10,060	10,330
GS-11	8,650	8,945	9,240	9,535	9,830	10,125	10,420	10,715	11,010	11,305
GS-12	10,250	10,605	10,960	11,315	11,670	12,025	12,380	12,735	13,090	13,445
GS-13	12,075	12,495	12,915	13,335	13,755	14,175	14,595	15,015	15,435	15,855
GS-14	14,170	14,660	15,150	15,640	16,130	16,620	17,110	17,600	18,090	18,580
GS-15	16,460	17,030	17,600	18,170	18,740	19,310	19,880	20,450	21,020	21,590
GS-16	18,935	19,590	20,245	20,900	21,555	22,210	22,865	23,520	24,175	.....
GS-17	21,445	22,195	22,945	23,695	24,445	.....	.....	.....	.....	.....
GS-18	24,500	.....	.....	.....	.....	.....	.....	.....	.....	.....

14-00000

SECRET
(When Filled In)

DUE: 18 AUG 64

NOTIFICATION OF PERSONNEL ACTION

OCF

1. SERIAL NUMBER: 058124
2. NAME (LAST-FIRST-MIDDLE): MCCORD JAMES W JR
3. NATURE OF PERSONNEL ACTION: REASSIGNMENT AND TRANSFER TO VOUCHERED FUNDS
4. EFFECTIVE DATE (MO DA YR): 08 16 64
5. CATEGORY OF EMPLOYMENT: REGULAR
6. FUNDS: V TO V / V TO CF / CF TO V: X / CF TO CF
7. COST CENTER NO. CHARGEABLE: 5271 0100 0000
8. CSC OR OTHER LEGAL AUTHORITY: 50 USC 403 J
9. ORGANIZATIONAL DESIGNATIONS: DDS OFFICE OF SECURITY EXECUTIVE STAFF
10. LOCATION OF OFFICIAL STATION: WASH., D. C.
11. POSITION TITLE: SECURITY OFFICER
12. POSITION NUMBER: 0032
13. SERVICE DESIGNATION: SS
14. CLASSIFICATION SCHEDULE (GS, LB, etc.): GS
15. OCCUPATIONAL SERIES: 1810.01
16. GRADE AND STEP: 15 4
17. SALARY OR RATE: 18170
18. REMARKS:

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. Employ. Code	21. OFFICE CODING Numeric	Alphabetic	22. STATION CODE	23. INTEGREE CODE	24. Hdqtrs. Code	25. DATE OF BIRTH (MO DA YR)	26. DATE OF GRADE	27. DATE OF LEI
16	10	16160	SEC	75013		1	01 26 24		

28. DTE EXPIRES (MO DA YR) | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1 - CSC, 2 - FICA, 3 - NONE) CODE | 31. SEPARATION DATA CODE | 32. CORRECTION/CANCELLATION DATA (TYPE, MO DA YR) | EOD DATA | 33. SECURITY REQ NO. | 34. SEX

35. VET PREFERENCE (CODE; 0 - NONE, 1 - 5 PT, 2 - 10 PT) | 36. SERV. COMP. DATE | 37. LONG COMP. DATE | 38. CAREER CATEGORY (CAR, RESV, PROV, TEMP) CODE | 39. FEGLI / HEALTH INSURANCE (CODE; 0 - WAIVER, 1 - YES; HEALTH INS CODE) | 40. SOCIAL SECURITY NO.

41. PREVIOUS GOVERNMENT SERVICE DATA (CODE; 0 - NO PREVIOUS SERVICE; 1 - NO BREAK IN SERVICE; 2 - BREAK IN SERVICE (LESS THAN 3 YRS); 3 - BREAK IN SERVICE (MORE THAN 3 YRS)) | 42. LEAVE CAT. CODE | 43. FEDERAL TAX DATA (FORM EXECUTED 1 - YES 2 - NO; CODE; NO. TAX EXEMPTIONS) | 44. STATE TAX DATA (FORM EXECUTED 1 - YES 2 - NO; CODE; NO TAX EXEMP.; STATE CODE)

SIGNATURE OR OTHER AUTHENTICATION

FROM: EE
G

3 SEP 1964

FORM 11-62 1150 Use Previous Edition

SECRET

20 AUG 1964

GROUP 1 Excluded from automatic downgrading and declassification

(4-01)

(When Filled In)

14-00000

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND DCI MEMORANDUM DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 5 JANUARY 1964.

NAME	SERIAL	ORGN	FUNDS	GR-ST	OLD SALARY	NEW SALARY
MCCORD JAMES W JR	058124	44 400	CF	GS 15 4	$16,005	$17,210

1. Serial No.	2. Name	3. Cost Center Number	4. LWOP Hours
058124	MCCORD JAMES W JR	54 460 CF	

5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date	PSI	LSI	ADJ.
GS 15	3	$15,525	06/24/62	GS 15	4	$16,005	06/23/63			

8. Remarks and Authentication

/ / NO EXCESS LWOP
/ / IN PAY STATUS AT END OF WAITING PERIOD
/ / LWOP STATUS AT END OF WAITING PERIOD
CLERKS INITIALS AUDITED BY

2
133
6/18/63
6/7/63
6/23/63

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE: [signature] DATE 5 June 63

PAY CHANGE NOTIFICATION

Form 9-61 560 Obsolete Previous Edition (4-51)

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87 - 793 AND DCI MEMORANDUM DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 14 OCTOBER 1962

NAME	SERIAL	ORGN	FUNDS	OLD GR-ST	OLD SALARY	NEW GR-ST	NEW SALARY
MCCORD JAMES W JR	058124	54460	CF	15 3	$14380	15 3	$15525

058124 MCCORD JAMES W JR 24 175

Old Salary Rate				New Salary Rate			
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date
GS 15	2	$14,055	12/25/60	GS 15	3	$14,380	06/24/61

8 Remarks and Authentication

to UV 5/27/60 Z 133

/ ✓ / NO EXCESS LWOP / / EXCESS LWOP

/ / IN PAY STATUS AT END OF WAITING PERIOD

/ / IN LWOP STATUS AT END OF WAITING PERIOD

CLERKS INITIALS AUDITED BY

E.D. ECHOLS

PAY CHANGE NOTIFICATION

Form 9-61 560 Obsolete Previous Edition (4-51)

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO.	2. NAME	3. ASSIGNED ORGAN.	4. FUNDS	5. ALLOTMENT
158124	MCCORD JAMES W JR	DDS/SEC	V-20	

6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE MO.	DA.	YR.	GRADE	STEP	SALARY	EFFECTIVE DATE MO.	DA.	YR.
GS 15	1	$13,730	06	28	59	GS 15	2	$14,055	12	25	60

TO BE COMPLETED BY THE OFFICE OF COMPTROLLER

8. CHECK ONE [X] NO EXCESS LWOP [ ] EXCESS LWOP
IF EXCESS LWOP, CHECK FOLLOWING:
[ ] IN PAY STATUS AT END OF WAITING PERIOD
[ ] IN LWOP STATUS AT END OF WAITING PERIOD

9. NUMBER OF HOURS LWOP

10. INITIALS OF CLERK

11. AUDITED BY

TO BE COMPLETED BY THE OFFICE OF PERSONNEL

12. TYPE OF ACTION
[ ] P.S.I. [ ] L.S.I. [ ] PAY ADJUSTMENT

13. REMARKS

14. AUTHENTICATION

E.D. ECHOLS

PAY CHANGE NOTIFICATION

FORM 2-59 560 OBSOLETE PREVIOUS EDITION SECRET

IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-568 AND DCI MEMO DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS EFFECTIVE 10 JULY 1960.

SD	NAME	SERIAL	ORGN	GR-ST	OLD SALARY	NEW SALARY
SS	MCCORD JAMES W JR	158124	31 12	GS-15 1	$12,770	$13,730

/S/ EMMETT D. ECHOLS
DIRECTOR OF PERSONNEL

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO.	2. NAME	3. ASSIGNED ORGAN	4. FUNDS	5. ALLOTMENT
159124	MCCORD JAMES W JR	DDS/SEC	V-20	

6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			MO.	DA.	YR.				MO.	DA.	YR.
GS 14	2	$11,595	12	29	57	GS 14	3	11 835	06	28	59

TO BE COMPLETED BY THE OFFICE OF THE COMPTROLLER

8. CHECK ONE [✓] NO EXCESS LWOP [ ] EXCESS LWOP

IF EXCESS LWOP, CHECK FOLLOWING:

[ ] IN PAY STATUS AT END OF WAITING PERIOD

[ ] IN LWOP STATUS AT END OF WAITING PERIOD

9. NUMBER OF HOURS LWOP

10. INITIALS OF CLERK

11. AUDITED BY

TO BE COMPLETED BY THE OFFICE OF PERSONNEL

12. PROJECTED SALARY RATE AND EFFECTIVE DATE					
GRADE	STEP	SALARY	MO.	DA.	YR.

13. REMARKS

14. AUTHENTICATION

JUN 22 3 30 PM '59
REC. PAYROLL BRANCH

G. M. STEWART

PERIODIC STEP INCREASE - AUTHENTICATION

FORM NO. 560b
1 MAR. 56

SECRET

PERSONNEL FOLDER (4)

PSC: 24 MAY 62

SECRET
(When Filled In)

OCF

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)
058124	MCCORD JAMES W JR

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE (MO DA YR)	5. CATEGORY OF EMPLOYMENT
REASSIGNMENT AND TRANSFER TO CONFIDENTIAL FUNDS	05 27 62	REGULAR

6. FUNDS	V TO V	CF TO V	V TO CF	CF TO CF	7. COST CENTER NO. CHARGEABLE	8. CSC OR OTHER LEGAL AUTHORITY
			X		2139 9300 1017	50 USC 403 J

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDP EE GERMAN STATION DEPUTY FOR COMBINED SERVICES SECURITY BRANCH	FRANKFURT, GERMANY

11. POSITION TITLE	12. POSITION NUMBER	13. CAREER SERVICE DESIGNATION
SECURITY OFFICER	0363	SS

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	1810.01	15 2	14055

18. REMARKS

SUBJECT TO APPROVED MEDICAL CLEARANCE PRIOR TO BEING SENT OVERSEAS.

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. Employ. Code	21. OFFICE CODING (NUMERIC)	(ALPHABETIC)	22. STATION CODE	23. INTEGREE CODE	24. Hdqtrs Code	25. DATE OF BIRTH (MO DA YR)	26. DATE OF GRADE (MO DA YR)	27. DATE OF LEI (MO DA YR)
20	10	54460	EE	27015		3	01 26 24		

28. STE EXPIRES (MO DA YR)	29. SPECIAL REFERENCE	30. RETIREMENT DATA (1 - CSC, 3 - FICA, 5 - NONE) CODE	31. SEPARATION DATA CODE	32. CORRECTION CANCELLATION DATA (TYPE, MO DA YR)	33. SECURITY REQ. NO	34. SEX
				EOD DATA		

35. VET PREFERENCE (CODE: 0 - NONE, 1 - 5 PT, 2 - 10 PT)	36. SERV. COMP. DATE (MO DA YR)	37. LONG. COMP. DATE (MO DA YR)	38. MIL SERV. CREDIT/LCD (1 - YES, 2 - NO) CODE	39. FEGLI / HEALTH INSURANCE (CODE: 0 - WAIVER, 1 - YES; HEALTH INS. CODE)	40. SOCIAL SECURITY NO.

41. PREVIOUS GOVERNMENT SERVICE DATA (CODE: 0 - NO PREVIOUS SERVICE, 1 - NO BREAK IN SERVICE, 2 - BREAK IN SERVICE LESS THAN 12 MOS, 3 - BREAK IN SERVICE MORE THAN 12 MOS)	42. LEAVE CAT. CODE	43. FEDERAL TAX DATA (FORM EXECUTED 1 - YES 2 - NO; CODE; NO. TAX EXEMPTIONS)	44. STATE TAX DATA (FORM EXECUTED 1 - YES 2 - NO; CODE; NO TAX EXEMP; STATE CODE)

SIGNATURE OR OTHER AUTHENTICATION

EOD 1962
MAY 1962
[illegible initials]

Form 1150 (4-61) Use Previous Edition

SECRET

14-00000

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

JEC: [illegible] 59

1. Serial No.	2. Name (Last-First-Middle)	3. Date Of Birth (Mo. Da. Yr.)	4. Vet. Pref. (None-0, 5 Pt-1, 10 Pt-2) Code	5. Sex	6. CS-EOD (Mo. Da. Yr.)
158124	MCCORD JAMES W JR	01 20 24	1	M 1	05 22 51

7. SCD (Mo. Da. Yr.)	8. CSC Retmt. (Yes-1, No-2) Code	9. CSC Or Other Legal Authority	10. Appt. Affidav. (Mo. Da. Yr.)	11. FEGLI (Yes-1, No-2) Code	12. LCD (Mo. Da. Yr.)	13. Military Credit (Yes-1, No-2) Code
03 27 45	1	50 USCA 403 J			05 22 51	2

PREVIOUS ASSIGNMENT

14. Organizational Designations	Code	15. Location Of Official Station	Station Code
DDS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF	3112	WASH., D.C.	75013

16. Dept.-Field (Dept-2, USfld-4, Frgn-6) Code	17. Position Title	18. Position No.	19. Serv.	20. Occup. Series
2	SECURITY OFFICER	0365	GS	1810.01

21. Grade & Step	22. Salary Or Rate	23. SD	24. Date Of Grade (Mo. Da. Yr.)	25. PSI Due (Mo. Da. Yr.)	26. Appropriation Number
14 3	$11835	SS	07 01 56	06 28 59	9 7100 20 001

ACTION

27. Nature Of Action	Code	28. Eff. Date (Mo. Da. Yr.)	29. Type Of Employee	Code	30. Separation Data
PROMOTION	30	06 28 59	REGULAR	01	

PRESENT ASSIGNMENT

31. Organizational Designations	Code	32. Location Of Official Station	Station Code
DDS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF	3112	WASH., D. C.	75013

33. Dept.-Field (Dept-2, USfld-4, Frgn-6) Code	34. Position Title	35. Position No.	36. Serv.	37. Occup. Series
2	SECURITY OFFICER	0365	GS	1810.01

38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade (Mo. Da. Yr.)	42. PSI Due (Mo. Da. Yr.)	43. Appropriation Number
15 1	$12770	SS	06 28 59	12 28 [illegible]	9 7100 20 001

44. Remarks

FORM NO. 1150
1 MAR 57

SECRET

(4)

14-00000

SECRET
(When Filled In)

AES: 4 FEB 1959

NOTIFICATION OF PERSONNEL ACTION

1. Serial No.	2. Name (Last-First-Middle)	3. Date Of Birth (Mo. Da. Yr.)	4. Vet. Pref. (None-0, 5 Pt-1, 10 Pt-2) Code	5. Sex	6. CSC-CCD (Mo. Da. Yr.)
158124	MCCORD JAMES W JR	01 26 24	1	M 1	08 22 51

7. SCD (Mo. Da. Yr.)	8. CSC Retmt. (Yes-1 No-2) Code	9. CSC Or Other Legal Authority	10. Apmt. Affidav. (Mo. Da. Yr.)	11. FEGLI (Yes-1 No-2) Code	12. LCD (Mo. Da. Yr.)	13. Code (Yes-1 No-2)
03 27 45	1	50 USCA 403 J			08 22 51	2

PREVIOUS ASSIGNMENT

14. Organizational Designations	Code	15. Location Of Official Station	Station Code
DDS OFFICE OF SECURITY INSPECTION STAFF	3110	WASH., D.C.	75013

16. Dept.-Field (Dept-2, USfld-4, Frgn-6) Code	17. Position Title	18. Position No.	19. Serv.	20. Occup. Series
2	INVESTIGATOR	0033	GS	1810.22

21. Grade & Step	22. Salary Or Rate	23. SD	24. Date Of Grade (Mo. Da. Yr.)	25. PSI Due (Mo. Da. Yr.)	26. Appropriation Number
14 2	$11,595	SS	07 01 56	06 28 59	9 7101 20

ACTION

27. Nature Of Action	Code	28. Eff. Date (Mo. Da. Yr.)	29. Type Of Employee	Code	30. Separation Data
REASSIGNMENT	56	02 04 59	REGULAR	01	

PRESENT ASSIGNMENT

31. Organizational Designations	Code	32. Location Of Official Station	Station Code
DDS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF	3112	WASH., D.C.	75013

33. Dept.-Field (Dept-2, USfld-4, Frgn-6) Code	34. Position Title	35. Position No.	36. Serv.	37. Occup. Series
2	SECURITY OFFICER	0365	GS	1810.01

38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade (Mo. Da. Yr.)	42. PSI Due (Mo. Da. Yr.)	43. Appropriation Number
14 2	$11595	SS	07 01 56	06 28 59	9 7100 20 001

44. Remarks

FORM NO. 1150
1 MAR 57

SECRET

(4)

SECRET

GENERAL SCHEDULE SALARY INCREASE RETROACTIVELY EFFECTIVE 12 JANUARY 1958 AUTHORIZED BY P. L. 85 - 462 AND DCI DIRECTIVE. SALARY AS OF 15 JUNE 1958 ADJUSTED AS FOLLOWS

NAME	SERIAL	GRADE-STEP	OLD SALARY	NEW SALARY
MCCORD JAMES W JR	158124	GS-14-2	$10,535	$11,595

GORDON M. STEWART
/S/ DIRECTOR OF PERSONNEL

SECRET

14-00000

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

.LVL 29 JULY 58

1. Serial No.	2. Name (Last-First-Middle)	3. Date Of Birth (Mo. Da. Yr.)	4. Vet. Pref. (None-0, 5 Pt.-1, 10 Pt.-2) Code	5. Sex	6. CS. EOD (Mo. Da. Yr.)
158124	MCCORD JAMES W JR	01 26 24	1	M 1	03 22 51

7. SCD (Mo. Da. Yr.)	8. CSC Retmt. (Yes-1, No-2) Code	9. CSC Or Other Legal Authority	10. Apmt. Affidav. (Mo. Da. Yr.)	11. FEGLI (Yes-1, No-2) Code	12. LCD (Mo. Da. Yr.)	13. (Yes-1, No-2) Code
03 27 45	1	50 USCA 403 J			08 22 51	2

PREVIOUS ASSIGNMENT

14. Organizational Designations	Code	15. Location Of Official Station	Station Code
DDS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF		WASH., D.C.	

16. Dept. - Field (Dept.-2, U.S.-4, Frgn.-6) Code	17. Position Title	18. Position No.	19. Serv.	20. Occup. Series
2	SEC OF	0365	GS	1810.01

21. Grade & Step	22. Salary Or Rate	23. SD	24. Date Of Grade (Mo. Da. Yr.)	25. PSI Due (Mo. Da. Yr.)	26. Appropriation Number
14 2	$11,595	SS			9 7101 20

ACTION

27. Nature Of Action	Code	28. Eff. Date (Mo. Da. Yr.)	29. Type Of Employee	Code	30. Separation Data
REASSIGNMENT	56	07 29 58	REGULAR	01	

PRESENT ASSIGNMENT

31. Organizational Designations	Code	32. Location Of Official Station	Station Code
DDS OFFICE OF SECURITY INSPECTION STAFF	3110	WASH., D.C.	75013

33. Dept. - Field (Dept.-2, U.S.-4, Frgn.-6) Code	34. Position Title	35. Position No.	36. Serv.	37. Occup. Series
2	INVESTIGATOR	0033	GS	1810.22

38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade (Mo. Da. Yr.)	42. PSI Due (Mo. Da. Yr.)	43. Appropriation Number
14 2	$11,595	SS	07 01 56	06 28 59	9 7101 20

44. Remarks

5 AUG 1958

FORM NO. 1150
1 MAR 57

SECRET

(4)

14-00000

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO.	2. NAME	3. ASSIGNED ORGAN.	4. FUNDS	5. ALLOTMENT
158124	MCCORD JAMES W JR	DDS/SEC /	V-20	

6. OLD SALARY RATE						7. NEW SALARY RATE					
			LAST EFFECTIVE DATE						EFFECTIVE DATE		
GRADE	STEP	SALARY	MO.	DA.	YR.	GRADE	STEP	SALARY	MO.	DA.	YR.
14	1	$10,320	07	01	56	14	2	$10,535	12	29	57

REMARKS

CERTIFICATION

I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.

TYPED, OR PRINTED, NAME OF SUPERVISOR	DATE	SIGNATURE OF SUPERVISOR
Hi E. Steele	11/8/57	Hi E. Steele

PERIODIC STEP INCREASE - CERTIFICATION

FORM NO. 1 MAR. 56 560 SECRET PERSONNEL FOLDER (4)

STANDARD FORM 50 (8 PART)
REV. APRIL 1951
PROMULGATED BY
U.S. CIVIL SERVICE COMMISSION
CHAPTER R1, FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR.-MISS-MRS.-ONE GIVEN NAME, INITIAL(S), AND SURNAME)	2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE
MR. JAMES W. MCCORD, JR. 152124	26 Jan 1924		14 June 1957

This is to notify you of the following action affecting your employment:

5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)	6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY
REASSIGNMENT 56	16 June 1957	50 USCA 403 J

FROM		TO
Investigator (CI) T367	8. POSITION TITLE	Security Officer T365-14
GS-1810.22-14 $10320.00 per annum	9. SERVICE, SERIES, GRADE, SALARY	GS-1810.01-14 $10320.00 per annum
Internal Branch	10. ORGANIZATIONAL DESIGNATIONS 311201	DDS/Office of Security Security Research Staff Office of the Chief
	11. HEADQUARTERS	Washington, D. C.
FIELD [ ] DEPARTMENTAL [ ]	12. FIELD OR DEPT'L 2	FIELD [ ] DEPARTMENTAL [X]

1 13. VETERAN'S PREFERENCE: NONE / WWII / OTHER / 5-PT: X / 10-POINT (DISAB. / OTHER)

14. POSITION CLASSIFICATION ACTION: NEW / VICE / I. A. / REAL. SD/SS

1 15. SEX: M 16. APPROPRIATION FROM: 7-7101-20 TO: Same 750-13

17. SUBJECT TO C. S. RETIREMENT ACT (YES-NO): Yes

18. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY):

19. LEGAL RESIDENCE [ ] CLAIMED [ ] PROVED STATE:

20. REMARKS:

2 EOD 08/22/51

POSTED

ENTRANCE PERFORMANCE RATING:

Director of Personnel

SIGNATURE OR OTHER AUTHENTICATION

4. PERSONNEL FOLDER COPY

U. S. GOVERNMENT PRINTING OFFICE: 1950-173867

713 6/21/51

14-00000

STANDARD FORM 50 (8 PART)
REV APRIL 1951
PROMULGATED BY
U.S. CIVIL SERVICE COMMISSION
CHAPTER R1, FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR.-MISS-MRS.-ONE GIVEN NAME, INITIAL(S), AND SURNAME): MR. JAMES W. MC CORD, Jr. 158124
This is to notify you of the following action affecting your employment:

2. DATE OF BIRTH: 26 Jun 1924

3. JOURNAL OR ACTION NO.:

4. DATE: 25 Jun 1956

5. NATURE OF ACTION (USE STANDARD TERMINOLOGY): PROMOTION

6. EFFECTIVE DATE: 1 Jul 1956

7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY: 50 USCA 403 J

FROM		TO
Security Res Spec T405	8. POSITION TITLE	Investigator (CI) T367
GS-1810.24-13 $9205.00 per annum	9. SERVICE, SERIES, GRADE, SALARY	GS-1810.22-14 $10,320.00 per annum
External Branch	10. ORGANIZATIONAL DESIGNATIONS 311230	DDS/Office of Security Security Research Staff Internal Branch
	11. HEADQUARTERS 2	Washington, D. C.
☐ FIELD ☐ DEPARTMENTAL	12. FIELD OR DEPT'L	☐ FIELD ☐ DEPARTMENTAL XXX

13. VETERAN'S PREFERENCE: NONE | 5-PT. | OTHER | 5-PT. | 10-POINT (DISAB. / OTHER)

14. POSITION CLASSIFICATION ACTION: NEW | VICE | I. A. | REAL — SD-SS

1 15. SEX

16. APPROPRIATION
FROM:
TO: 7-7101-20

17. SUBJECT TO C. S. RETIREMENT ACT (YES-NO): Yes

18. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)

19. LEGAL RESIDENCE ☐ CLAIMED ☐ PROVED
STATE:

1 20. REMARKS: Same 750-13

2 EOD 08/22/51

POSTED
6 [illegible]

ENTRANCE PERFORMANCE RATING:

Director of Personnel

21. SIGNATURE OR OTHER AUTHENTICATION

4. PERSONNEL FOLDER COPY

U. S. GOVERNMENT PRINTING OFFICE 1952

Fm 7-6-56

14-00000

PERIODIC STEP INCREASE CERTIFICATION   CONFIDENTIAL

U. S. GOVERNMENT PRINTING OFFICE 1955-330C90

1. Agency and organizational designations

2. Payroll period

3. Block No. 7103 Vouchered

4. Slip No.

5. Employee's name (and social security account number when appropriate)

McCORD, James Walter

6. Grade and salary

GS-13 - $8990.00

PAYROLL CHANGE DATA

	BASE PAY	OVERTIME		GROSS PAY	RET.	FEDERAL TAX	BOND	F.I.C.A.	STATE TAX	GROUP LIFE INS.			NET PAY
7. Previous normal													
8. New normal													
9. Pay this period													

10. Remarks:

11. Appropriation(s)

08 - 1

12. Prepared by

MG - 10/24/55

13. Audited by

[X] Periodic step-increase. [ ] Pay adjustment [ ] Other step-increase

14. Effective date	15. Date last equivalent increase	16. Old salary rate	17. New salary rate	18. Performance rating is satisfactory or better.
4 Dec 55	6 Jun 54	$8990.00	$9305.00	SERVICE AND CONDUCT (Signature or other authentication)

19. LWOP data. (Fill in appropriate spaces covering LWOP during following periods.)
Period(s)

[ ] No excess LWOP. Total excess LWOP

(Check applicable box in case of excess LWOP)

[ ] Full pay at end of waiting period.

[ ] LWOP at end of waiting period.

Initials of Clerk

STANDARD FORM NO. 1126d—Revised
Form prescribed by Comp. Gen., U. S.
October 26, 1954, General Regulations No. 102

PAYROLL CHANGE SLIP — PERSONNEL COPY

whl

STANDARD FORM 50 (8 PART)
REV. APRIL 1951
PROMULGATED BY
U. S. CIVIL SERVICE COMMISSION
CHAPTER R1, FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR.—MISS—MRS.—ONE GIVEN NAME, INITIAL(S), AND SURNAME)	2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE
Mr. James W. McCord, Jr.	26 Jan 1924		24 May 1955

This is to notify you of the following action affecting your employment:

5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)	6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY
Reassignment	8 May 1955	50 USCA 403 J

FROM		TO
Security Officer	8. POSITION TITLE	Security Res Spec T-405
GS-1810.01-13	9. SERVICE, SERIES, GRADE, SALARY	GS-1810.24-13 $8360.00 p.a.
DDA/Security Office Office of the Chief	10. ORGANIZATIONAL DESIGNATIONS	DDS/Office of Security Security Research Staff External Branch
	11. HEADQUARTERS	Washington, D. C.
☐ FIELD ☐ DEPARTMENTAL	12. FIELD OR DEPT'L	☐ FIELD ☒ DEPARTMENTAL

13. VETERAN'S PREFERENCE: NONE | WWII | OTHER | 5-PT. | 10-POINT (DISAB. | OTHER) — X

14. POSITION CLASSIFICATION ACTION: NEW | VICE | I. A. | REAL. — SD/SE

15. SEX	16. RACE	17. APPROPRIATION	18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO)	19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE
M	W	FROM: TO: 5-7101-20	Yes		☐ CLAIMED ☐ PROVED STATE: Texas

21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.

[stamp:] CODED
8 JUN 55

ENTRANCE PERFORMANCE RATING:

Director of Personnel

SIGNATURE OR OTHER AUTHENTICATION

4. PERSONNEL FOLDER COPY

☆ U. S. GOVERNMENT PRINTING OFFICE: 1954—315759

[handwritten:] [illegible] 5/24/55

14-00000

STANDARD FORM 50
REV. APRIL 1951
PROMULGATED BY
U. S. CIVIL SERVICE COMMISSION
CHAPTER R1, FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

jam

1. NAME (MR.–MISS–MRS.–ONE GIVEN NAME, INITIAL(S), AND SURNAME)	2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE
Mr. James W. McCord, Jr.	26 Jan 1924		4 June 1954

This is to notify you of the following action affecting your employment:

5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)	6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY
Promotion	6 June 1954	50 USCA 403 J

FROM		TO
Investigator T 297.01	8. POSITION TITLE	Security Officer T 405
GS-1810.22-12 $7240.00 per annum	9. SERVICE, SERIES, GRADE, SALARY	GS-1810.01-13 $8360.00 per annum
Special Security Division Operations Branch Office of the Chief	10. ORGANIZATIONAL DESIGNATIONS	DDA/Security Office Office of the Chief
	11. HEADQUARTERS	Washington, D. C.
☐ FIELD ☐ DEPARTMENTAL	12. FIELD OR DEPT'L	☐ FIELD ☒ DEPARTMENTAL

13. VETERAN'S PREFERENCE: NONE	WVH	OTHER	5-PT.	10-POINT DISAB.	10-POINT OTHER
			X		

14. POSITION CLASSIFICATION ACTION: NEW	VICE	L.A.	REAL.

CD-SS

15. SEX	16. RACE	17. APPROPRIATION	18. SUBJECT TO C. S. RETIREMENT ACT (YES–NO)	19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE
M	W	FROM: 4-7103-20 TO: 4-7101-20	Yes		☐ CLAIMED ☐ PROVED STATE: Texas

21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.

ENTRANCE PERFORMANCE RATING:

Deputy Assistant Director for Personnel

22. SIGNATURE OR OTHER AUTHENTICATION

4. PERSONNEL FOLDER COPY

6/1/54

U.S. GOVERNMENT PRINTING OFFICE

13-00000

U. S. GOVERNMENT PRINTING OFFICE: 1952 - 967974

1. Agency and organizational designations	2. Pay period —/54	3. Block No. 6-7203-20	4. Slip No.
5. Employee's name (and social security account number when appropriate) MCCORD, JAMES WALTER	6. Grade and salary GS 12 $7040.00		

PAY ROLL CHANGE DATA

	BASE PAY	OVERTIME		GROSS PAY	RET.	TAX	BOND	F. I. C. A.			NET PAY
7. Previous period											
8. New period											
9. Pay this period											

10. Remarks

11. Appropriation(s) SECURITY 7

12. Prepared by rca/3/10/54

13. Audited by

☒ Periodic step increase ☐ Pay adjustment ☐ Other step increase

14. Effective date	15. Date last equivalent increase	16. Old salary rate	17. New salary rate	18. Performance rating is satisfactory or better.
6JUN54	7DEC52	$7040.00	$7240.00	

(Signature or other authentication)

19. LWOP data (Fill in appropriate spaces covering LWOP during following periods) Period(s) (Check applicable box in case of excess LWOP) ☐ to ☐ to

☐ No excess LWOP. Total excess LWOP

Initials of Clerk

STANDARD FORM NO. 1126d—Revised
Form prescribed by Comp. Gen., U. S.
Nov. 8, 1950, General Regulations No. 102

PAY ROLL CHANGE SLIP—PERSONNEL COPY

14-00000

STANDARD FORM 50
REV. APRIL 1951
PROMULGATED BY
U. S. CIVIL SERVICE COMMISSION
CHAPTER 21, FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR. - MISS - MRS. - ONE GIVEN NAME, INITIAL(S), AND SURNAME): Mr. James W. McCord, Jr.
2. DATE OF BIRTH: 26 Jan 1924
3. JOURNAL OR ACTION NO.:
4. DATE: 23 Apr 1954

This is to notify you of the following action affecting your employment:

5. NATURE OF ACTION (USE STANDARD TERMINOLOGY): Reassignment
6. EFFECTIVE DATE: 25 Apr 1954
7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY: 50 USCA 403 J

	FROM	TO
8. POSITION TITLE	Investigator (Gen)	Investigator T297.01
9. SERVICE, SERIES, GRADE, SALARY	GS-1810-12	GS-1810.22-12 $7040.00 per annum
10. ORGANIZATIONAL DESIGNATIONS		DDA/Security Office Special Security Division Operations Branch Office of the Chief
11. HEADQUARTERS		Washington, D. C.
12. FIELD OR DEPT'L	[ ] FIELD [ ] DEPARTMENTAL	[ ] FIELD [X] DEPARTMENTAL

13. VETERAN'S PREFERENCE

NONE	WWII	OTHER	5-PT.	10-POINT DISAB	10-POINT OTHER
			X		

14. POSITION CLASSIFICATION ACTION

NEW	VICE	L.A.	REAL.

CD-SE

15. SEX: M
16. RACE: W
17. APPROPRIATION: FROM: 4-7103-20 TO: Same
18. SUBJECT TO C. S. RETIREMENT ACT (YES - NO): Yes
19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY):
20. LEGAL RESIDENCE [ ] CLAIMED [ ] PROVED STATE: Texas

21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.

ENTRANCE PERFORMANCE RATING:

Deputy Assistant Director for Personnel

22. SIGNATURE OR OTHER AUTHENTICATION

4. PERSONNEL FOLDER COPY

4-26-54

U. S. GOVERNMENT PRINTING OFFICE: 1953

STANDARD FORM 50
REV. APRIL 1951
PROMULGATED BY
U. S. CIVIL SERVICE COMMISSION
CHAPTER 1, FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

Corr. 22 Dec 53 Jan

1. NAME (MR. - MISS - MRS. - ONE GIVEN NAME, INITIAL(S), AND SURNAME)	2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE
Mr. James W. McCord, Jr.	26 Jan 24		28 Dec 53

This is to notify you of the following action affecting your employment:

5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)	6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY
Reassignment	B.O.B. 3 Jan 54	50 USCA 403 J

FROM		TO
Investigator (Gen) T 211.01	8. POSITION TITLE	Investigator (Gen) T 297.01
GS-1810-12 $7040.00 per annum	9. SERVICE, SERIES, GRADE, SALARY	GS-1810-12 $7040.00 per annum
DDA/Security Office Special Security Division SSD Pool	10. ORGANIZATIONAL DESIGNATIONS	DDA/Security Office Special Security Division Operations Branch Office of the Chief
Washington, D. C.	11. HEADQUARTERS	Washington, D. C.
[X] FIELD [ ] DEPARTMENTAL	12. FIELD OR DEPT'L	[ ] FIELD [X] DEPARTMENTAL

13. VETERAN'S PREFERENCE

NONE	WWII	OTHER	5 PT.	10-POINT DISAB	10-POINT OTHER	
			X			Verified

14. POSITION CLASSIFICATION ACTION

NEW	VICE	L.A.	REAL.	
				CD-8E

15. SEX	16. RACE	17. APPROPRIATION	18. SUBJECT TO C. S. RETIREMENT ACT (YES - NO)	19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE
M	W	FROM: 4-7130-30 TO: 4-7103-20	Yes		[ ] CLAIMED [ ] PROVED STATE:

21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.

"Transfer TO Vouchered Funds FROM Unvouchered Funds."

ENTRANCE PERFORMANCE RATING:

Personnel Director

22. SIGNATURE OR OTHER AUTHENTICATION

12 28 53

4. PERSONNEL FOLDER COPY

STANDARD FORM 52
PROMULGATED BY THE
U. S. CIVIL SERVICE COMMISSION
JAN. 1951 ... FEDERAL PERSONNEL
MANUAL CHAPTER ...

REQUEST FOR PERSONNEL ACTION

SECRET
SECURITY INFORMATION

7/31/53

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr. – Miss – Mrs. One given name, initial(s), and surname)	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST
MR. JAMES W. MCCORD	1/26/24		7/7/53

5. NATURE OF ACTION REQUESTED
A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)
REASSIGNMENT
B. POSITION (Specify whether establish, change grade or title, etc.)

6. EFFECTIVE DATE
A. PROPOSED: 7/7/53
B. APPROVED: 7 July 1953

7. C. S. OR OTHER LEGAL AUTHORITY

FROM		TO
Investigator(General) T169.01-12	8. POSITION TITLE AND NUMBER	Investigator(General) T211.01
GS-1810-12 $7040.00 per annum	9. SERVICE, GRADE, AND SALARY	Same
DDA/Security Office Special Security Division	10. ORGANIZATIONAL DESIGNATIONS	Same Same
San Francisco Field Office San Francisco, California	11. HEADQUARTERS	SSD Pool Washington, D. C.
[x] FIELD [ ] DEPARTMENTAL	12. FIELD OR DEPARTMENTAL	[x] FIELD [ ] DEPARTMENTAL

A. REMARKS (Use reverse if necessary)

B. REQUESTED BY (Name and title)
C. J. KING, DEPUTY CHIEF, AFTS

C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)
FRED E. CYRUS, EXT. [redacted] 2063

D. REQUEST APPROVED BY
Signature: [signature]
Title: Chief, Admin. & Mng. Staff
SO

13. VETERAN PREFERENCE

NONE	WWII	OTHER	5 PT.	10 POINT DISAB	10 POINT OTHER
	X		X		

14. POSITION CLASSIFICATION ACTION

NEW	VICE	C.A.	REAL.

CD-SE

15. SEX: M
16. RACE: W
17. APPROPRIATION FROM: 4-7130-30 TO: 4-7130-30
18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO)
19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)
20. LEGAL RESIDENCE [ ] CLAIMED [ ] PROVED STATE:

21. STANDARD FORM 50 REMARKS

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS
A.			
B. CEIL. OR POS. CONTROL			
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.	OCD		
E.			

POSTED
RD July 53 RH

F. APPROVED BY Orville C Dawson 16 July 1953

10—67320-8

UNVOUCHERED

SECRET - SECURITY INFORMATION

Inspection & Security Office

Used in lieu of SF-52 &/or or SF-50 to document the following types of personnel action involving no change in grade or salary; (a) Change in Title (b) Change of Position No. (c) Reassignment within Division without series Code change All Class seriesare the same on the From and To sides.

W/O App.: 1/14/53

Eff. Date: 2/15/53

NAME	ORG.INF.& POS.TITLE	SCHEDULE SERIES-GRADE	SLOT NOS.	ACTION	ORG.INF.& POS.TITLE	SCHEDULE SERIES-GRADE	SLOT NOS.
Chicago Field office (cont'd.)						Chicago Field Office	
Green, Paul R.	Inv. Gen.	GS-11	T180.01	b, c	Inv. Gen.	GS-1810-11	T180.05 -11
Brown, Stuart A.	Inv. Gen.	GS-11	T181	b, c	Inv. Gen.	GS-1810-11	T180.06 -11
Wakefield, James C.	Inv. Gen.	GS-11	T181.04	b, c	Inv. Gen.	GS-1810-11	T180.07 -11
Ambrose, Vance E.	Inv. Gen.	GS-11	T180.04	b, c	Inv. Gen.	GS-1810-11	T181
Graham, Elwood M.	Inv. Gen.	GS-11	T211.07	b, c	Inv. Gen.	GS-1810-11	T181.01
Francis, Donald T.	Inv. Gen.	GS-11	T181.03	b, c	Inv. Gen.	GS-1810-11	T181.02
Anderson, Charles E.	Inv. Gen.	GS-10	T181.02	b, c	Inv. Gen.	GS-1810-10	T181.03 -10
[illegible]elle, Tell C.	Inv. Gen.	GS-10	T181.08	b, c	Inv. Gen.	GS-1810-10	T181.04 -10
Anderson, Theodore M.	Inv. Gen.	GS-10	T181.07	b, c	Inv. Gen.	GS-1810-10	T181.05 -10
Hettinger, Helga M.	Clerk Steno.	GS-3	T215	b, c	Clerk Steno.	GS-312-3	T186.02 -3
San Francisco Field Office						San Francisco Field Office	
Finch, William G.	Inv. Gen.	GS-13	T189.01	b, c	Inv. Gen.	GS-1810-13	T188
Spears, C. Calvin	Inv. Gen.	GS-12	T189.02	b, c	Inv. Gen.	GS-1810-12	T189 -12
McCord, James W.	Inv. Gen.	GS-12	T190.03	b, c	Inv. Gen.	GS-1810-12	T189.01 -12
Haviland, Glenn A.	Inv. Gen.	GS-11	T190.02	b, c	Inv. Gen.	GS-1810-11	T190.01 -11
Mason, Robert E.	Inv. Gen.	GS-11	T207.02	b, c	Inv. Gen.	GS-1810-11	T190.02 -11
Stith, Ernest P.	Inv. Gen.	GS-12	T190.05	b, c	Inv. Gen.	GS-1810-12	T190.03
Gabriel, Jerome A.	Inv. Gen.	GS-9	T212.06	b, c	Inv. Gen.	GS-1810-9	T191.04 -9
[illegible]elt, William H.	Inv. Gen.	GS-10	T216.08	b, c	Inv. Gen.	GS-1810-10	T191.05 -10
Quackenbush, William J.	Inv. Gen.	GS-9	T212.05	b, c	Inv. Gen.	GS-1810-9	T191.06 -9
Los Angeles Field Office						Los Angeles Field Office	
White, Victor R.	Inv. Gen.	GS-13	T147.02	b, c	Inv. Gen.	GS-1810-13	T326 -13
Mullan, William J.	Inv. Gen.	GS-13	T189	b, c	Inv. Gen.	GS-1810-13	T327
Rich, Edward H.	Inv. Gen.	GS-12	T188	b, c	Inv. Gen.	GS-1810-12	T328 -12
McC[illegible]lan, Raymond F.	Inv. Gen.	GS-13	T179	b, c	Inv. Gen.	GS-1810-13	T328.01
Alden, John S.	Inv. Gen.	GS-12	T190.01	b, c	Inv. Gen.	GS-1810-12	T329
Meek, Bert B.	Inv. Gen.	GS-12	T190.04	b, c	Inv. Gen.	GS-1810-12	T329.01
Ginger, John W.	Inv. Gen.	GS-12	T172	b, c	Inv. Gen.	GS-1810-12	T329.02
Geraty, Franklin H.	Inv. Gen.	GS-9	T172.12	b, c	Inv. Gen.	GS-1810-9	T329.03 -9
Connors, Donald C.	Inv. Gen.	GS-9	T191.04	b, c	Inv. Gen.	GS-1810-9	T329.04 -9
Kuh, Richard E.	Inv. Gen.	GS-7	T172.03	b, c	Inv. Gen.	GS-1810-7	T330 -7
Coonan, John S.	Inv. Gen.	GS-7	T212	b, c	Inv. Gen.	GS-1810-7	T330.01 -7
Kreykenbohm, Warren C.	Inv. Gen.	GS-9	T213.03	b, c	Inv. Gen.	GS-1810-9	T330.02 -9

SECRET - SECURITY INFORMATION

App.by: E. L. Schmidt (signature)
Staff or Div. Chief

App.by: Eugene C. [illegible] (signature)
Class & Wage Div.

App.by: M. L. [illegible] (signature)
Personnel Div.

14-00000

10 Sept. '52

1. Agency and organizational designation: CENTRAL INTELLIGENCE AGENCY

2.

3. Block No: UV

4. Slip No

5. Employee's name (and social security account number when appropriate): MC CORD, James W.

6. Grade and salary: GS-11 $5940.00

PAY ROLL CHANGE DATA

	BASE PAY	OVERTIME		GROSS PAY	RET.	TAX	BOND	F.I.C.A.			NET PAY
7. Previous normal											
8. New normal											
9. Pay this period											

10. Remarks: Cancellation of PSI

11. Appropriation(s): 1360

12. Prepared by

13. Audited by

☒ Periodic step-increase ☐ Pay adjustment ☐ Other step-increase

14. Effective date	15. Date last equivalent	16. Old salary rate	17. New salary rate	18. Performance rating is satisfactory or better.
31Aug.'52	22Aug.'51	$5940.00	$6140.00	(Signature or other authentication)

19. LWOP data (Fill in appropriate spaces covering LWOP during following periods):
Period(s):
☐ No excess LWOP. Total excess LWOP

(Check applicable box in case of LWOP)
☐ In pay status at end of waiting period.
☐ In LWOP status at end of waiting period. Initial of Clerk

STANDARD FORM NO. 1126d—Revised
Form prescribed by Comp. Gen., U. S.
Nov. 8, 1950. General Regulations No. 102

PAY ROLL CHANGE SLIP—PERSONNEL COPY

16—61111-2a U. S. GOVERNMENT PRINTING OFFICE

SECRET
SECURITY INFORMATION

STANDARD FORM 52
PROMULGATED BY THE U. S. CIVIL SERVICE COMMISSION
JANUARY 1951—FEDERAL PERSONNEL MANUAL CHAPTER R1

REQUEST FOR PERSONNEL ACTION

UNVOUCHERED

12/11/52

REQUESTING OFFICE: Fill in items 1 through 12 and A through D *except 6B and 7* unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname)	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST
JAMES W. MC CORD			11/12/52

5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)	6. EFFECTIVE DATE A. PROPOSED:	7. C. S. OR OTHER LEGAL AUTHORITY
PROMOTION		
B. POSITION (Specify whether establish, change grade or title, etc.)	B. APPROVED: DEC 7 1952	

FROM—		TO—
Investigator (Gen) T190.03-11	8. POSITION TITLE AND NUMBER	Investigator (Gen) T190.03
GS-1810-11 $6140.00 pa	9. SERVICE, GRADE, AND SALARY	GS-1810-12 $7040.00 pa
Inspection & Security Office Special Security Division	10. ORGANIZATIONAL DESIGNATIONS	Same Same
San Francisco Field Office San Francisco, California	11. HEADQUARTERS	Same Same
[X] FIELD [ ] DEPARTMENTAL	12. FIELD OR DEPARTMENTAL	[X] FIELD [ ] DEPARTMENTAL

A. REMARKS (Use reverse if necessary)

B. REQUESTED BY (Name and title)	D. REQUEST APPROVED BY
	Signature: [signature]
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)	Title: EXECUTIVE OFFICER

13. VETERAN PREFERENCE

NONE	WWII	OTHER	5-PT.	10-POINT DISAB.	10-POINT OTHER

14. POSITION CLASSIFICATION ACTION

NEW	VICE	I. A.	REAL

15. SEX	16. RACE	17. APPROPRIATION FROM: TO:	18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO)	19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE [ ] CLAIMED [ ] PROVED STATE:

21. STANDARD FORM 50 REMARKS

POSTED
11 Dec 52

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS:
A.			
B. CEIL. OR POS. CONTROL			
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.	[initials]	11-25	
E.			
F. APPROVED BY		11-26-52	[signature] Mulcahy

SECRET
SECURITY INFORMATION

SECRET
SECURITY INFORMATION

INSPECTION & SECURITY OFFICE

CODE "T"

APR 1 [illegible]

SPECIAL SECURITY DIVISION FIELD OFFICES

NAME	TITLE	GRADE SERIES	POSITION NUMBER
CHICAGO FIELD OFFICE (CONTINUED)			
DOYLE, C. Veronica	Clerk(Stenography)	GS-301-5	T185
FEHRMAN, Mary Margaret	Clerk(Stenography)	GS-301-4	T185.01-4
GAVRILOVICH, Gloria A.	Clerk(Stenographer)	GS-312-4	T186
SAN FRANCISCO FIELD OFFICE			
HUNT, William C.	Investigator(Gen)	GS-1810-13	T187-13
RICH, Edward H.	Investigator(Gen)	GS-1810-12	T188-12
MULLAN, William J.	Investigator(Gen)	GS-1810-12	T189-12
FINCH, William G.	Investigator(Gen)	GS-1810-12	T189.01-12
SPEARS, C. Calvin, Jr.	Investigator(Gen)	GS-1810-11	T189.02-11
TURTON, Jack S.	Investigator(Gen)	GS-1810-12	T190
HARRIS, Jack A.	Investigator(Gen)	GS-1810-11	T190.01-11
HAVILAND, Glenn A.	Investigator(Gen)	GS-1810-11	T190.02-11
MCCORD, James W.	Investigator(Gen)	GS-1810-11	T190.03-11
MEEK, Bert B., Jr.	Investigator(Gen)	GS-1810-11	T190.04-11
STITH, Ernest P.	Investigator(Gen)	GS-1810-12	T190.05
GAMRATH, Murray W.	Investigator(Gen)	GS-1810-11	T191
ALDEN, John S.	Investigator(Gen)	GS-1810-11	T191.01
SULLIVAN, Thomas V.	Investigator(Gen)	GS-1810-9	T191.02-9
JOVICK, Edward J.	Investigator(Gen)	GS-1810-9	T191.03-9
CONNORS, Donald O.	Investigator(Gen)	GS-1810-7	T191.04-7
SILBERT, Annie	Adm. Assistant	GS-301-5	T192-5
MILLAGE, Margaret K.	Clerk	GS-301-5	T193-5
VAN STEENBERG, Charlotte	Secretary(Steno)	GS-318-5	T194

SECRET

CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME	McCORD, James Walter, Jr.	DATE: 27 June 1951
NATURE OF ACTION	New Appointment	EFFECTIVE DATE: 22 August 51

	FROM	TO
TITLE		Investigator (General) Special Agent
GRADE AND SALARY		GS-11 - $5400.00 p.a.
OFFICE		Inspection and Security Office
DIVISION		Special Security Division
BRANCH		
OFFICIAL STATION		San Francisco, Calif. (Field)

APPROVAL

QUALIFICATIONS	FOR ASSISTANT DIRECTOR	EXECUTIVE
G Greaves	C. J. KING, Administrative Officer	
CLASSIFICATION: F-522 (19 July 1950) C.C. Hutton 17 July 1951	PERSONNEL OFFICER: D Mulcahy	JUL 23 1951

POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES [X] NO [ ]

OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON 22 August 51

SECURITY CLEARED ON 14 August 51

OVERSEAS AGREEMENT SIGNED NA

ENTERED ON DUTY 22 August 51

PPD ✓

Robert M. White (SIGNATURE OF AUTHENTICATING OFFICER)

REMARKS:

1010

Control No. 1544 - Slot No. 10.
Two copies of PHS retained for security processing. One PHS attached.

DOG - 12/07/52
EOD - 08/22/51
LCD - 08/22/51

REQUEST CONTACTS BE MADE BY SECURITY ONLY

COPY IN PAYROLL FILES

S..... [illegible]

24 APR 1970

MEMORANDUM FOR: Director of Security

SUBJECT : McCORD, James W., Jr. Emp. Ser. No. 58124
Fitness Report

1. This is an annual fitness report covering the period 1 April 1969 through 31 March 1970. Mr. McCord completed his first full year as Chief, Physical Security Division. During 1969 the Division underwent many changes, a direct result of the personal efforts of this employee. He has shown the initiative to seek out new ways and means to harden the security of our domestic and overseas facilities by tapping all possible technological sources both in and out of Government. His efforts have produced tangible results and in my judgment, our posture in the physical security field is far superior to any of our contemporaries.

2. With the spiraling costs of manpower, Mr. McCord has concentrated on the potential for use of technical devices to replace the human asset. He has made remarkable inroads into this field by way of imagination, ingenuity and drive.

3. Mr. McCord has the quality to inspire his subordinates. He is demanding, but understanding. On more than one occasion he was asked to take under his wing employees who were labeled "problems." Through personal interest and effort, he has salvaged the majority of these individuals to a point where they are performing in a highly satisfactory manner.

4. In the previous fitness report, I alluded to the fact that employee has a tendency to find it difficult to see another person's point of view. This, I feel, is attributable to an innate stubbornness which obviously is difficult to overcome. Mr. McCord is a very

30 APR 1970

principled individual who once convinced he has hit upon the proper course of action will usually yield only by direction. We've discussed this, and I've noted a determined effort on his part to broaden his tolerance for other opinions.

5. Overall, the employee has made a substantial contribution to the Office of Security by his dedication to his job, his tenacious attitude toward upgrading our physical security standards, a curious and inventive mind ever searching for better ways to solve a problem in his area of responsibility, and a cost consciousness in the administration of his division. I rate him an overall "Strong."

James P. O'Connell
Deputy Director of Security (PTOS)

Noted by Employee:

James W. McCord, Jr. — Date: April 28 '70

Reviewed By:

Howard J. Osborn
Director of Security — Date: 29 APR 1970

14-00000

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 058124

SECTION A — GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
McCORD, James W., Jr.	01/26/24	M	GS-15	SS

6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION
Physical Security Officer	OS/PTOS/PhySD/OC	Washington, D. C.

9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT	
X CAREER	RESERVE	TEMPORARY	INITIAL	REASSIGNMENT SUPERVISOR
CAREER-PROVISIONAL (See instructions - Section C)			X ANNUAL	REASSIGNMENT EMPLOYEE
SPECIAL (Specify):			SPECIAL (Specify):	

11. DATE REPORT DUE IN O.P.	12. REPORTING PERIOD (From- to-)
30 April 1969	1 April 1968 - 31 March 1969

SECTION B — PERFORMANCE EVALUATION

W - Weak: Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

A - Adequate: Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

P - Proficient: Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong: Performance is characterized by exceptional proficiency.

O - Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY	RATING LETTER
SPECIFIC DUTY NO. 1 See Attached Memorandum	
SPECIFIC DUTY NO. 2	
SPECIFIC DUTY NO. 3	
SPECIFIC DUTY NO. 4	
SPECIFIC DUTY NO. 5	
SPECIFIC DUTY NO. 6	

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER:

FORM 4-65 45 USE PREVIOUS EDITIONS

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1 8 APR 1969

MEMORANDUM FOR: Director of Security

SUBJECT : McCORD, James W., Jr., Emp. Ser. No. 058124
Fitness Report

1. This is an annual fitness report covering the period 1 April 1968 through 31 March 1969. During the first period of this report, Mr. McCord served as the Chief, Technical Division/ PTOS and continued to display a very high degree of professionalism in administering the Agency's world-wide Audio Countermeasures (ACM) program. Under his guidance, several new devices and techniques were developed which have helped the Agency and the intelligence community to maintain pace with the sophisticated advances by the opposition in the field of positive audio.

2. Mr. McCord initiated the necessary planning for the activation of the Interagency Training Center (ITC) which provides ACM instruction to all members of the community in the latest of equipment and techniques.

3. On 14 October 1968, he was reassigned to the position of Chief, Physical Security Division. Although he had relatively little experience in this particular field, he has quickly assimilated the necessary details to manage this Agency effort. He has taken steps toward the development and use of the most advanced physical security equipment and techniques to protect the Agency. Under the supervision of Mr. McCord, the Agency Security Command Center operations have been expanded and improved. He has been assigned the responsibility to organize and direct the Security efforts relating to the protection of Agency assets in time of demonstrations, riots, and other civil disturbances. He coordinated the Agency Security effort with the U. S. Secret Service in protection of the President of the United States during his recent visit to the CIA Headquarters.

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4. Mr. McCord is considered to be economical in his use of equipment, manpower and funds.

5. Perhaps one of the stronger attributes this employee possesses is his ability to organize. In a relatively short time, he has deliberated the Physical Security Division's mission and already taken steps to restructure it within existing manpower limitations to more effectively react to its responsibilities.

6. He inspires his subordinates and has the respect of his superiors. There have been instances, however, when Mr. McCord has exhibited a certain intolerance with individuals who do not agree with his point of view, resulting in some friction in their working relations. There has been much improvement in this regard, and I do not feel it will present any problem in the future.

7. I anticipate this employee will continue to absorb knowledge and experience in the physical security field at the rapid rate he has during his short tenure and am confident his efforts will result in a major contribution to the Office and Agency. I rate Mr. McCord a high "Strong."

James P. O'Connell
James P. O'Connell
Deputy Director of Security (PTOS)

Noted by Employee:

James W McCord Jr
James W. McCord, Jr.

18 April 1969
Date

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SUBJECT: McCORD, James W., Jr., Emp. Ser. No. 058124
Fitness Report - 1 April 1968 through 31 March 1969

Reviewed By:

Howard J. Osborn
Director of Security

21 APR 1969
Date

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(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 058124

SECTION A — GENERAL

1. NAME (Last) (First) (Middle): MC CORD, James W., Jr.	2. DATE OF BIRTH: 01/26/24	3. SEX: M	4. GRADE: GS-15 / 5. SD: SS
6. OFFICIAL POSITION TITLE: Elect. Eng - Audio Support	7. OFF/DIV/BR OF ASSIGNMENT: OS/PTOS/TD/OC		8. CURRENT STATION: Washington, D. C.

9. CHECK (X) TYPE OF APPOINTMENT

- X CAREER
- RESERVE
- TEMPORARY
- CAREER-PROVISIONAL (See instructions - Section C)
- SPECIAL (Specify):

10. CHECK (X) TYPE OF REPORT

- INITIAL
- X ANNUAL
- SPECIAL (Specify):
- REASSIGNMENT SUPERVISOR
- REASSIGNMENT EMPLOYEE

11. DATE REPORT DUE IN O.P.: 26 April 1968

12. REPORTING PERIOD (From- to-): 1 April 1967 - 31 March 1968

SECTION B — PERFORMANCE EVALUATION

W - Weak: Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

A - Adequate: Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

P - Proficient: Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong: Performance is characterized by exceptional proficiency.

O - Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

Specific Duty	Rating Letter
SPECIFIC DUTY NO. 1: Supervises the Technical Division/OS.	S
SPECIFIC DUTY NO. 2: Develops new techniques, procedures, and equipment to be used in the audio countermeasures field.	O
SPECIFIC DUTY NO. 3: Plans operating programs for implementation by the Technical Division.	O
SPECIFIC DUTY NO. 4: Selects and trains personnel in an expanding Division.	S
SPECIFIC DUTY NO. 5: Maintains liaison with his counterpart organizations throughout the U. S. Government.	S
SPECIFIC DUTY NO. 6: 30 APR 1968	

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER: S

FORM 45 6-61 OBSOLETE PREVIOUS EDITIONS. SECRET

SECRET
(When Filled In)

SECTION C — **NARRATIVE COMMENTS**

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

Mr. McCord supervises a technical operation with considerable skill. Although not an engineer by training, he has breached the difficult gap of communication between the administrative and technical aspects of his Division. He has maintained a high esprit de corps under difficult conditions which involve the necessity of his personnel to travel extensively throughout the world. Although such duty carries with it numerous family problems, Mr. McCord is able to manage the Division in such a manner as to maintain a high state of morale. Perhaps the most outstanding accomplishments which I attribute to Mr. McCord's fine management of his Division lies in the field of developing useful and esoteric equipment in the counteraudio field. I have a distinct impression that he and his Division are considerably ahead of other Government departments in this area of activity. This fact alone is a high tribute to his management skill. Because of the success in this field, I consider him to be economical in the use of manpower and funds.

During this rating period, the Technical Division has had operational success in the overseas area. I attribute this success to the careful planning and training which the incumbent has accomplished and directed. Further, he has already shown a high degree of skill in planning for a new activity of considerable responsibility which he will undertake during the coming fiscal year. I am highly (Continued)

SECTION D — **CERTIFICATION AND COMMENTS**

1. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE	SIGNATURE OF EMPLOYEE
26 APR 1968	James W McCord Jr

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
26		
DATE	**OFFICIAL TITLE OF SUPERVISOR**	**TYPED OR PRINTED NAME AND SIGNATURE**
26 APR 1968	Dep. Dir. of Sec. (PTOS)	Ermal P. Geiss

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
4/29/68	Director of Security	Howard J. Osborn

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Fitness Report - McCORD, James W., Jr. - Emp. Ser. No. 058124
Reporting Period 1 April 1967 - 31 March 1968
Section C. (Continued)

pleased to have Mr. McCord serve in his current position and consider him capable of advancement into broader areas.

Ermal P. Geiss
Deputy Director of Security (PTOS)

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(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 058124

SECTION A. GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
McCORD, James W., Jr.	01/26/24	M	GS-15	SS

6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION
Elec Eng-Audio Supp	OS/PT&OS/TSD/OC	Washington, D. C.

9. CHECK (X) TYPE OF APPOINTMENT

X	CAREER	RESERVE	TEMPORARY
	CAREER-PROVISIONAL (See instructions - Section C)		
	SPECIAL (Specify):		

10. CHECK (X) TYPE OF REPORT

	INITIAL		REASSIGNMENT SUPERVISOR
X	ANNUAL		REASSIGNMENT EMPLOYEE
	SPECIAL (Specify):		

11. DATE REPORT DUE IN O.P.: 21 April 1967

12. REPORTING PERIOD (From- to-): 15 January 1966 - 31 March 1967

SECTION B PERFORMANCE EVALUATION

W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong Performance is characterized by exceptional proficiency.

O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY	RATING LETTER
SPECIFIC DUTY NO. 1: Supervises Technical Division/OS, consisting of 29 professional employees	S
SPECIFIC DUTY NO. 2: Develops new techniques, procedures and equipment to be used in the audio countermeasures field.	O
SPECIFIC DUTY NO. 3: Plans operating programs for implementation by the Technical Division.	O
SPECIFIC DUTY NO. 4: Selects and trains personnel in an expanding Division.	S
SPECIFIC DUTY NO. 5: Maintains liaison with his counterpart organizations throughout the U. S. Government.	S
SPECIFIC DUTY NO. 6: 01 MAY 1967	

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER: S

FORM 4-62 45 OBSOLETE PREVIOUS EDITIONS. SECRET

SECRET
(When Filled In)

SECTION C — NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

Mr. McCord supervises his Division in a vigorous manner. He is capable of instilling enthusiasm and esprit de corps within his organization--a difficult task because of the extensive amount of world-wide travel demanded from his subordinates. This travel is so extensive as to result in personal hardships.

During the rating period, Mr. McCord and two of his employees received the Certificate of Merit. These awards resulted from the vigorous and successful pursual of a technique having great promise in the audio countermeasures field.

Mr. McCord's performance of his liaison and coordination with other components of the intelligence community, which received special mention in his last Fitness Report, is now at a status which warrants a designation of "Strong." He is conscientiously working at the liaison problem in a difficult interdepartmental atmosphere.

Mr. McCord has an excellent grasp of the technical requirements of his position even though he is not an engineer. He has an exceptional environmental knowledge and appreciation. He sets his goals high. He is cost conscious in the field involving expensive equipment, which normally is costly to develop.

(Continued)

SECTION D — CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE	SIGNATURE OF EMPLOYEE
17 Apr 67	[signature]

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
14		
DATE	**OFFICIAL TITLE OF SUPERVISOR**	**TYPED OR PRINTED NAME AND SIGNATURE**
19 APR 1967	Dep. Dir. of Sec. (PTOS)	Ermal P. Geiss [signature]

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
	Director of Security	Howard J. Osborn [signature]

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McCORD, James W., Jr. - Serial #058124
Annual Fitness Report 15 January 1966 - 31 March 1967

SECTION C. (Continued)

I am highly pleased to have Mr. McCord serving in his current position and consider him capable of advancement into broader areas.

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(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 058124

SECTION A — GENERAL

1. NAME (Last) (First) (Middle): McCORD, James W., Jr.
2. DATE OF BIRTH: 01/26/24
3. SEX: M
4. GRADE: GS-15
5. SD: SS
6. OFFICIAL POSITION TITLE: Electronic Engineer
7. OFF/DIV/BR OF ASSIGNMENT: OS/PT&OS/TechSecDiv/OC
8. CURRENT STATION: Wash., D.C.
9. CHECK (X) TYPE OF APPOINTMENT: X CAREER; RESERVE; TEMPORARY; CAREER-PROVISIONAL (See instructions - Section C); SPECIAL (Specify)
10. CHECK (X) TYPE OF REPORT: INITIAL; X ANNUAL; SPECIAL (Specify); X REASSIGNMENT SUPERVISOR; REASSIGNMENT EMPLOYEE
11. DATE REPORT DUE IN O.P.: 25 April 1966
12. REPORTING PERIOD (From- to-): 1 April 1965 - 14 January 1966

SECTION B — PERFORMANCE EVALUATION

W - Weak: Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

A - Adequate: Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

P - Proficient: Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong: Performance is characterized by exceptional proficiency.

O - Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

Specific Duty	Rating Letter
No. 1: Supervises the Tech Division/OS	S
No. 2: Plans and programs for the Division	O
No. 3: Schedules and plans overseas coverage	S
No. 4: Protection of Washington Area Buildings from penetration	S
No. 5: Training of Division and other personnel	S
No. 6: Works with Tech Comm. and other units	S

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER: S

6 APR 1966

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OFFICE OF PERSONNEL
APR 8 10 28 AM '66
MAIL ROOM

SECTION C — **NARRATIVE COMMENTS**

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Mr. McCord was attending the Air War College during part of the reporting period. He became Chief of the Technical Division/OS on 20 July 1965.

Mr. McCord took hold of this Division with a heartening vigor and enthusiasm. Although not an Engineer, he soon learned enough of the technical business to meet many crash assignments with exceptional skill and judgment. By trying to get these assignments done within set time limits, he sometimes short-circuited a few coordinations in other offices, but this did not seriously detract, in my opinion, from a very proficient job.

While Mr. McCord has not had the Technical Division a sufficiently long time for me to judge his long range performance, I feel he will become an exceptionally proficient Chief. There was insufficient time for me to judge his cost and manpower consciousness.

SECTION D — **CERTIFICATION AND COMMENTS**

1. **BY EMPLOYEE**

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE	SIGNATURE OF EMPLOYEE
22 Mar 66	James McCord

2. **BY SUPERVISOR**

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
6		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
23 March 1966	Dep. Dir. of Sec. (PTOS)	E. M. WINTERS (signature)

3. **BY REVIEWING OFFICIAL**

COMMENTS OF REVIEWING OFFICIAL

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE

SECRET

FITNESS REPORT — James W. McCord, Jr.

SECTION D — CERTIFICATION AND COMMENTS

3. Comments of Reviewing Official

I concur thoroughly with Mr. Winters' evaluation of Mr. McCord's vigor and enthusiasm, skill and judgment. I would add to this that he has demonstrated extraordinary ingenuity and leadership in supervising the development of several new and valuable techniques in the counter-measures field. However, I would rate him only "Proficient" in Specific Duty Number 6, for I believe that he has not been as effective as he might be in liaison and coordination with other components of the Intelligence Community represented on the Technical Committee. This is unfortunate, for it detracts from his outstanding performance in all other elements of his assigned responsibilities. He must work on improving these relationships and he has been counseled to this effect by his current supervisor.

Date	Official Title of Reviewing Official	Typed Name and Signature
31 March 1966	Director of Security	Howard J. Osborn

14-00000

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: O 58124

SECTION A — GENERAL

1. NAME (Last) (First) (Middle)	McCORD, James W., Jr.
2. DATE OF BIRTH	1/26/24
3. SEX	M
4. GRADE	GS-15
5. SD	SS
6. OFFICIAL POSITION TITLE	Security Officer
7. OFF/DIV/BR OF ASSIGNMENT	OS/Exec Staff
8. CURRENT STATION	Wash., D. C.
9. CHECK (X) TYPE OF APPOINTMENT	X CAREER; RESERVE; TEMPORARY; CAREER-PROVISIONAL (See instructions - Section C); SPECIAL (Specify):
10. CHECK (X) TYPE OF REPORT	INITIAL; X ANNUAL; SPECIAL (Specify):; REASSIGNMENT SUPERVISOR; REASSIGNMENT EMPLOYEE
11. DATE REPORT DUE IN O.P.	30 April 1965
12. REPORTING PERIOD (From- to-)	1 April 1964 - 31 March 1965

SECTION B — PERFORMANCE EVALUATION

W - Weak: Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

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P - Proficient: Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong: Performance is characterized by exceptional proficiency.

O - Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

Specific Duty	Rating Letter
SPECIFIC DUTY NO. 1: See Section C.	
SPECIFIC DUTY NO. 2	
SPECIFIC DUTY NO. 3	
SPECIFIC DUTY NO. 4	
SPECIFIC DUTY NO. 5	
SPECIFIC DUTY NO. 6	

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER:

16 APR 1965

FORM 4-62 45 OBSOLETE PREVIOUS EDITIONS.

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SECRET
(When Filled In)

SECTION C	NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

Since 10 August 1964, Mr. McCord has been enrolled as a student at the Air War College, Maxwell Air Force Base, Montgomery, Alabama. He will complete his course there on 4 June 1965. Prior to 10 August 1964, Mr. McCord was in a travel status from his assignment as Chief, Security Branch, Frankfurt, Germany.

In view of the above, no rating is made for this reporting period.

SECTION D	CERTIFICATION AND COMMENTS	
1.	BY EMPLOYEE	
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE	SIGNATURE OF EMPLOYEE	
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION: Mr. McCord will be advised that he has not been rated for this period.	
DATE: 31 Mar 65	OFFICIAL TITLE OF SUPERVISOR: Asst. Dep. Dir of Sec. (PPS)	TYPED OR PRINTED NAME AND SIGNATURE: N. Harris Lyon
3.	BY REVIEWING OFFICIAL	
COMMENTS OF REVIEWING OFFICIAL		
DATE: 30 March 1965	OFFICIAL TITLE OF REVIEWING OFFICIAL: Director of Security	TYPED OR PRINTED NAME AND SIGNATURE: Howard J. Osborn

SECRET

14-00000

17 APR 1964

SECRET/[redacted]

17 March 1964

58124

MEMORANDUM FOR: Director of Personnel

SUBJECT : Fitness Report - James W. McCord, Jr. [redacted]
DOB: 24 Jan 1924, Male, GS-15,
SS German Station, Career, Annual Report
(1 April 1963 - 31 March 1964)

1. James W. McCord, Jr. [redacted] GS-15, has served as Chief, Security Branch, under my supervision for the subject period.

2. His duties were as follow:

a. Security policy advisor to COS and its senior Station and Base officers.

b. Supervised nine professional and four clerical employees of the Security Branch and the Military Personnel Unit.

c. Directed conduct of LCFLUTTER, SGLATERAL, Physical Security duties, and Investigations performed by the Security Branch.

d. Reviewed security of German Station and recommended ways and means for strengthening and improving.

e. Furnished technical security support and guidance to other Bases in EE, and outside of EE on request.

f. Reviewed investigative reports of the Security Branch and performed such other duties as directed by the COS; Chief, CSB; and Chief, Administrative Staff.

3. This individual is an outstanding security officer. He efficiently performs his broad responsibilities, effectively manages those he supervises and is cost conscious. On the last-mentioned item, he weighs both cost and security factor and has been flexible where he has felt security could be relaxed -- but recognizes that there are areas where cost is secondary. He continues to keep the proper personnel informed of his activities and he is one of the best security

22 APR 1964

SECRET/[redacted]

GROUP 1-Excluded from automatic downgrading and declassification

officers with whom I have had the pleasure to be associated. During this period he has been assigned responsibility for supervision of the Military Personnel Branch. This consolidation has given the Security Branch greater flexibility and has increased the utilization of available personnel. Subject has also instituted off-duty security training courses for those interested military personnel.

4. I would rate him from Strong to Outstanding on the duties in paragraph 2 above with an overall rating of Strong.

[redacted]
/s/ Daniel M. Kelley

Read: [redacted]
/s/ James W. McCord, Jr.

Reviewer's Comments:

I agree that McCord [redacted] is a very strong security officer. He tends to be conservative in his views and judgments. He maintains excellent morale in his Branch. In the never-ending conflict between economy and a desirable level of security, he usually leans toward the latter.

[redacted]
/s/ Wendell Little

14-00000

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058 124

28 March 1963

MEMORANDUM FOR: Director of Personnel

SUBJECT : Fitness Report (June 1962 - March 1963)
[redacted]

JAMES W. MCCORD

1. [redacted] GS-15, has served as Chief, Security Branch, under my supervision for the subject period.

2. His duties were as follows:

a. Security policy advisor to COS and its senior Station and Base officers.

b. Supervised nine professional and four clerical employees of the Security Branch.

c. Directed conduct of LCFLUTTER, SGLATERAL, Physical Security duties, and Investigations performed by the Security Branch.

d. Reviewed security of German Station and recommended ways and means for strengthening and improving.

e. Furnished technical security support and guidance to other Bases in EE, and outside of EE on request.

f. Reviewed investigative reports of the Security Branch and performed such other duties as directed by the Chief of Station, Deputy for Coordination and Services, and Chief, Administrative Staff.

3. McCord [redacted] has demonstrated time and again his ability to efficiently perform his broad responsibilities in a most efficient manner. His position is not an easy one. He is under the general supervision of the undersigned, while also working on activities directly for the COS and the DCS. He has been able to coordinate these activities in such a way as to earn the respect of all those with whom he deals. He has respected confidences, but also insured that the undersigned has been adequately briefed. He has acted for the undersigned in his absence and will continue to do so.

4. I would rate . . .

15 MAY 1963

SECRET

4. I would rate him from Strong to Outstanding on the individual functions, with an over-all rating of Strong. He is a good supervisor.

Daniel M. Kelly /s/

[redacted]

READ:

[redacted] _______ (DATE)

James W. McCord /s/

REVIEWER'S COMMENTS:

I agree with the comments of the rating officer. Subject is an outstanding staff officer and capable of assuming broader responsibilities. He never complains of obstacles, but uniformly produces excellent results.

Wendell Little /s/

[redacted]

14-00000

SECRET

18 MAY 1962

SUBJECT: James W. McCord, Jr.
Annual Fitness Report - 1 April 1961 to 31 March 1962

During this reporting period, Mr. McCord has continued to function as coordinator of a comprehensive highly sensitive series of investigations involving investigative representatives of all elements of the intelligence community. This assignment has been carried out by Mr. McCord with considerable initiative, skill and enthusiasm.

Mr. McCord, during this reporting period, served as Case Officer on a sensitive and very important personnel security case which due to his efforts was brought to a successful conclusion with favorable results to the Agency.

Mr. McCord has performed a liaison function with a vital element of a friendly service which has resulted in the maintenance of a cordial relationship of great value to the Office of Security and the Agency. This liaison has required Mr. McCord to perform several periods of temporary duty overseas during which he not only carried out his liaison function, but handled other special investigative assignments in a successful manner.

On various occasions during the reporting period in the absence of the Chief, Mr. McCord has functioned as Acting Chief of SRS and has performed his duties in an extremely competent manner.

It is felt that Mr. McCord's forthcoming assignment as Security Officer, German Station will give him additional varied experience of value in his career development.

Paul F. Gaynor
Chief/SRS/OS

SECRET

14-00000

SECRET

Read by: *James McCord* Date: *May 18 62*

Reviewed by: *Sheffield Edwards* Date: *18 May 62*

SECRET

14-00000

SECRET

SUBJECT: James W. McCord, Jr.
Annual Fitness Report - 1 April 1960 - 31 March 1961

During the reporting period, Mr. McCord on various occasions, has functioned as Acting Chief/SRS, during absences of the Chief and has discharged this function in a highly competent fashion.

Mr. McCord, since last report was rendered, has coordinated a comprehensive investigation of a highly sensitive security matter involving investigative representatives from all members of the U. S. intelligence community. This assignment has required a high degree of tact, patience and investigative skill on the part of Mr. McCord.

In addition, during the reporting period, Mr. McCord has served as Case Officer on a counter-intelligence case of considerable importance to the security of the Agency and has displayed rare qualities of initiative, energy, and imagination in developing this case.

Mr. McCord is considered particularly well-adapted by virtue of his experience, training and personality for his present assignment.

Paul F. Gaynor
Chief/SRS/OS

Read by: [signature] Date:

Reviewed by: [signature] Date: 17 APR 1961

SECRET

14-00000

SECRET

SUBJECT: James W. McCord, Jr.
Annual Fitness Report - 1 April 1959 - 31 March 1960

During the reporting period, Mr. McCord functioned as Acting Chief of the Security Research Staff, Office of Security for a period of six months. He discharged this function in an extremely able fashion and handled a number of highly sensitive assignments with skill and finesse.

Mr. McCord has demonstrated on many occasions the ability to subordinate his personal interests to the necessity for performing his assigned tasks.

In the latter two months of the reporting period, Mr. McCord has been coordinating a very important investigation being conducted in the intelligence community of a leak of highly sensitive information which has caused serious damage to U. S. intelligence collection capabilities. He has displayed rare qualities of initiative, imagination and coordination in the course of this investigation.

Mr. McCord has demonstrated repeatedly his ability to perform sensitive assignments of the utmost importance during the reporting period.

Paul F. Gaynor
Chief/SRS/OS

Read by: _________ Date: 4/1/71

Reviewed by _________ Date 4/27/60

14-00000

RECEIVED
FOR SS/CSE

SECRET
(When Filled In)

FITNESS REPORT

28 APR 1959

EMPLOYEE SERIAL NUMBER

SECTION A — GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE
McCORD, James W.	26 January 1924	male	GS-14

5. SERVICE DESIGNATION	6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT
SD - SS	Security Officer	OS/SRS/Office of the Chief

8. CAREER STAFF STATUS

NOT ELIGIBLE	X	MEMBER		DEFERRED	
PENDING		DECLINED		DENIED	

9. TYPE OF REPORT

	INITIAL		REASSIGNMENT/SUPERVISOR
X	ANNUAL		REASSIGNMENT/EMPLOYEE
	SPECIAL (Specify)		

10. DATE REPORT DUE IN O.P.: 30 April 1959

11. REPORTING PERIOD: From 5/22/58 To 3/31/59

SECTION B — EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

1 - Unsatisfactory | 2 - Barely adequate | 3 - Acceptable | 4 - Competent | 5 - Excellent | 6 - Superior | 7 - Outstanding

SPECIFIC DUTY	RATING NO.	SPECIFIC DUTY	RATING NO.
NO. 1: Assists in the development, implementation and coordination of all CI programs	7	NO. 4: Receives, evaluates and develops information of a counter intelligence nature.	6
NO. 2: Assists in the supervision of all aspects of the CI program	6	NO. 5: Analyzes and evaluates results of counter intelligence operations.	7
NO. 3: Plans operations necessary to resolve counter intelligence cases	7	NO. 6: Conducts such personnel investigations, interrogations and interviews as deemed necessary in sensitive cases.	7

SECTION C — EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.

1 - Performance in many important respects fails to meet requirements.
2 - Performance meets most requirements but is deficient in one or more important respects.
3 - Performance clearly meets basic requirements.
4 - Performance clearly exceeds basic requirements.
5 - Performance in every important respect is superior.
6 - Performance in every respect is outstanding.

RATING NO.: 6

SECTION D — DESCRIPTION OF THE EMPLOYEE

In the rating boxes below, check (X) the degree to which each characteristic applies to the employee

1 - Least possible degree | 2 - Limited degree | 3 - Normal degree | 4 - Above average degree | 5 - Outstanding degree

CHARACTERISTICS	NOT APPLICABLE	NOT OBSERVED	1	2	3	4	5
GETS THINGS DONE							
RESOURCEFUL							X
ACCEPTS RESPONSIBILITIES						X	
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES							X
DOES HIS JOB WITHOUT STRONG SUPPORT						X	
FACILITATES SMOOTH OPERATION OF HIS OFFICE							X
WRITES EFFECTIVELY						X	
SECURITY CONSCIOUS							X
THINKS CLEARLY							X
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS							X
OTHER (Specify)						X	

[redacted]

SEE SECTION "E" ON REVERSE SIDE

FORM 45 OBSOLETE PREVIOUS EDITIONS

SECRET

SECTION E — **NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE**

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

During the past year Mr. McCord has shown superior supervisory and organizational ability. During July and August he personally organized and supervised a major project overseas which was of national interest. His plan of action was implemented smoothly and the CI mission was accomplished. Another major project was successfully directed by Mr. McCord with outstanding results.

Mr. McCord has the proven ability to organize complex problems into workable and seemingly simple plans of action. He is a good supervisor, delegates responsibility, and uses imagination and tenacity of purpose in meeting problems. He is continuing to improve himself. No special training is planned for the next year. Mr. McCord will continue to "grow." He is ready to assume greater responsibility and with further experience will qualify for a senior position in this Agency.

SECTION F — **CERTIFICATION AND COMMENTS**

1. BY EMPLOYEE

I certify that I have seen Sections A, B, C, D and E of this Report.

DATE	SIGNATURE OF EMPLOYEE
8 April 1959	James W. McCord Jr.

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
Since March 1954	

IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON:

- [ ] EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS
- [ ] REPORT MADE WITHIN LAST 90 DAYS
- [ ] OTHER (Specify):

DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
8 April 1959	Chief, Security Research Staff/OS	Harlan A. Westrell

3. BY REVIEWING OFFICIAL

- [x] I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.
- [ ] I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.
- [ ] I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.
- [ ] I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENTS OF REVIEWING OFFICIAL

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
13 April 1959	S Director of Security	[signature]

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing any question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item 8. of Section "A" below.

SECTION A. GENERAL

1. NAME (Last) McCORD, (First) James (Middle) W.
2. DATE OF BIRTH: 26 January 1924
3. SEX: male
4. SERVICE DESIGNATION: SD - SS
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT: OS/Security Research Staff
6. OFFICIAL POSITION TITLE: Acting Deputy Chief, SRS
7. GRADE: GS-14
8. DATE REPORT DUE IN OP: 22 August 1958
9. PERIOD COVERED BY THIS REPORT (Inclusive dates): 21 August 1957 - 22 August 1958
10. TYPE OF REPORT (Check one): [ ] INITIAL [X] ANNUAL [ ] REASSIGNMENT-SUPERVISOR [ ] REASSIGNMENT-EMPLOYEE [ ] SPECIAL (Specify)

SECTION B. CERTIFICATION

1. FOR THE RATER: THIS REPORT [X] HAS [ ] HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT:

A. CHECK (X) APPROPRIATE STATEMENTS:

X	THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.		IF INDIVIDUAL IS RATED "U" IN C1 OR D, A WARNING LETTER WAS SENT TO HIM & A COPY ATTACHED TO THIS REPORT.
	THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.		I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW I EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify)
	I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.		

B. THIS DATE: 29 Sept 1958
C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR: Harlan A. Westrell
D. SUPERVISOR'S OFFICIAL TITLE: Chief, SRS

2. FOR THE REVIEWING OFFICIAL: RECORD ANY SUBSTANTIAL DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER INFORMATION, WHICH WILL LEAD TO A BETTER UNDERSTANDING OF THIS REPORT.

Mr. McCord has demonstrated marked ability in all fields of responsibility. His work involves constant dealings with senior officials of the Agency concerning substantive, policy and procedural matters. In this he has displayed exceptional judgment and balance in promoting and protecting the interests of the Agency.

[ ] CONTINUED ON ATTACHED SHEET

I certify that any substantial difference of opinion with the supervisor is reflected in the above section.

A. THIS DATE: 2 October 1958
B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL: R. L. Bannerman
C. OFFICIAL TITLE OF REVIEWING OFFICIAL: Deputy Director of Security

SECTION C. JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

DIRECTIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.

INSERT RATING NUMBER: 6

1 - DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.
2 - BARELY ADEQUATE IN PERFORMANCE. ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES.
3 - PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
4 - PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER.
5 - A FINE PERFORMANCE. CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
6 - PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER ... EQUALED BY ... OTHER PERSONS KNOWN TO THE SUPERVISOR.

COMMENTS:

Posted For. Cont.) BY ... DATE
Reviewed by ...

C. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

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OCT 3 3 02 PM '58
MAIL ROOM

DIRECTIONS
a. State in the spaces below up to six of the more important SPECIFIC duties performed during this rating period. Place the most important first. Do not include minor or unimportant duties.
b. Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty.
c. For supervisors, ability to supervise will always be rated as a specific duty (do not rate as supervisors those who supervise a secretary only).
d. Compare in your mind, when possible, the individual being rated with others performing the same duty at a similar level of responsibility.
e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.
f. Be specific. Examples of the kind of duties that might be rated:

ORAL BRIEFING	HAS AND USES AREA KNOWLEDGE	CONDUCTS INTERROGATIONS
GIVING LECTURES	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES
CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	TRANSLATES GERMAN
WRITING TECHNICAL REPORTS	MANAGES FILES	DEBRIEFING SOURCES
CONDUCTING EXTERNAL LIAISON	OPERATES RADIO	KEEPS BOOKS
TYPING	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK
TAKING DICTATION	WRITES REGULATIONS	MAINTAINS AIR CONDITIONING
SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA

g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

DESCRIPTIVE RATING NUMBER
1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY
2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY
3 - PERFORMS THIS DUTY ACCEPTABLY
4 - PERFORMS THIS DUTY IN A COMPETENT MANNER
5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB
6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS
7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY

Specific Duty	Rating Number	Specific Duty	Rating Number
SPECIFIC DUTY NO. 1 Assist in the development and coordination of all counter intelligence programs.	6	SPECIFIC DUTY NO. 4 Analyze and evaluate results of a counter-intelligence operation.	6
SPECIFIC DUTY NO. 2 Plan operations necessary to resolve counter-intelligence cases.	7	SPECIFIC DUTY NO. 5 Maintain liaison with various sensitive government agencies as well as components of CIA regarding CI cases.	6
SPECIFIC DUTY NO. 3 Receive, evaluate and develop information of a counter- intelligence nature.	6	SPECIFIC DUTY NO. 6 Conduct such interrogations, investigations and briefings as necessary.	6

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

DIRECTIONS: Stress strengths and weaknesses, particularly those which affect development on present job.

Mr. McCord continues to exhibit superior organizational ability, as well as being a fine supervisor. His imaginative and analytical approach to complex problems quickly reduces them to useable plans. Mr. McCord is an excellent supervisor, can delegate responsibility, gives credit to his subordinates and continually works for self-improvement.

SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

DIRECTIONS: Take into account here everything you know about the individual....productivity, conduct on the job, pertinent personal characteristics or habits, special defects or talents....and how he fits in with your team. Compare him with others doing similar work of about the same level.

RATING NUMBER: 7

1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED
2 - OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW
3 - A BARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION
4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION
5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS
6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION
7 - EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? [ ] YES [X] NO IF YES, EXPLAIN FULLY

SECRET
(When Filled In)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the OP no later than 30 days after the due date indicated in item 8 of Section "E" below.

SECTION E. GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
McCORD, James W.	26 January 1924	male	SD - SS

5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT	6. OFFICIAL POSITION TITLE
OS/Security Research Staff	Acting Deputy Chief, SRS

7. GRADE	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)
GS-14	22 August 1958	21 August 1957 - 22 August 1958

10. TYPE OF REPORT (Check one)			
	INITIAL	REASSIGNMENT-SUPERVISOR	SPECIAL (Specify)
X	ANNUAL	REASSIGNMENT-EMPLOYEE	

SECTION F. CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGEMENT OF THE INDIVIDUAL BEING RATED

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	C. SUPERVISOR'S OFFICIAL TITLE
29 Sept 1958	Harlan G. Westrell	Chief, SRS

2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
2 Oct. 58	R. L. Bannerman	Dep. Dir. Security

SECTION G. ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.

RATING NUMBER: **7**

1 - ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
2 - HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
3 - MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES
4 - READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES
5 - WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING
6 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL
7 - AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES

2. SUPERVISORY POTENTIAL

DIRECTIONS: Answer this question: Has this person the ability to be a supervisor? [X] Yes [ ] No If your answer is YES, indicate below your opinion or guess of the level of supervisory ability this person will reach AFTER SUITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closest to expressing your opinion in the appropriate column. If your rating is based on observing him supervise, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.

DESCRIPTIVE RATING NUMBER
0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION
1 - BELIEVE INDIVIDUAL WOULD BE A WEAK SUPERVISOR IN THIS KIND OF SITUATION
2 - BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION
3 - BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION

ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION
3	3	A GROUP DOING THE BASIC JOB (truck drivers, stenographers, technicians or professional specialists of various kinds) WHERE CONTACT WITH IMMEDIATE SUBORDINATES IS FREQUENT (First line supervisor)
3	3	A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors)
2	3	A GROUP, WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level)
	3	WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT
3	3	WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE DIVERSE AND NEED CAREFUL COORDINATION
1	3	WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF THE OPPOSITE SEX
		OTHER (Specify)

3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION

16

4. COMMENTS CONCERNING POTENTIAL

Mr. McCoglin demonstrated organizational [illegible] initiative, steadiness under pressure, personality and [illegible] eventually qualify him for a senior position in this Agency.

OFFICE OF PERSONNEL
OCT 3 3 02 PM '58
MAIL ROOM

SECTION H. FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

None at present - recommend that he remain in his present position for at least two more years.

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS

None

SECTION I. DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

CATEGORY NUMBER
X - HAVE NOT OBSERVED THIS, HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL
1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE
2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
5	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	5	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	5	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
5	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	5	12. SHOWS ORIGINALITY	5	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
5	3. HAS INITIATIVE	5	13. ACCEPTS RESPONSIBILITIES	5	23. IS THOUGHTFUL OF OTHERS
5	4. IS ANALYTIC IN HIS THINKING	4	14. ADMITS HIS ERRORS	5	24. WORKS WELL UNDER PRESSURE
4	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	5	15. RESPONDS WELL TO SUPERVISION	5	25. DISPLAYS JUDGMENT
4	6. KNOWS WHEN TO SEEK ASSISTANCE	5	16. DOES HIS JOB WITHOUT STRONG SUPPORT	5	26. IS SECURITY CONSCIOUS
5	7. CAN GET ALONG WITH PEOPLE	5	17. COMES UP WITH SOLUTIONS TO PROBLEMS	5	27. IS VERSATILE
4	8. HAS REGARD FOR FACTS	5	18. IS AGGRESSIVE	5	28. HIS CRITICISM IS CONSTRUCTIVE
5	9. GETS THINGS DONE	5	19. THINKS CLEARLY	5	29. FACILITATES SMOOTH OPERATION OF HIS OFFICE
5	10. CAN COPE WITH EMERGENCIES	4	20. COMPLETES ASSIGNMENTS WITHIN ACCEPTABLE TIME LIMITS	5	30. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths [illegible] weaknesses. It is also organization policy that you show Part I of this report to the employee except under [illegible] as specified in Regulation 20-370. It is recommended that you read the entire form before completing any [illegible]. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item 8, of Section "A" below.

SECTION A. GENERAL

1. NAME (Last)	(First)	(Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
McCORD,	James	W., Jr.	26 January 1924	male	SD-SS

5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT	6. OFFICIAL POSITION TITLE
OS/Security Research Staff	Investigator / Acting Deputy Chief, Security Research Staff

7. GRADE	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)
GS-14	22 August 1957	22 August 1956 - 21 August 1957

10. TYPE OF REPORT (Check one): [ ] INITIAL; [X] ANNUAL; [ ] REASSIGNMENT SUPERVISOR; [ ] REASSIGNMENT EMPLOYEE; [ ] SPECIAL (Specify)

SECTION B. CERTIFICATION

1. FOR THE RATER: THIS REPORT [X] HAS [ ] HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT:

A. CHECK (X) APPROPRIATE STATEMENTS:

X	THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.		IF INDIVIDUAL IS RATED "1" IN C1 OR D, A WARNING LETTER HAS BEEN SENT TO HIM & A COPY ATTACHED TO THIS REPORT.
	THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.		I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW I EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify):
	I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.		

B. THIS DATE	C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	D. SUPERVISOR'S OFFICIAL TITLE
28 August 1957	Harlan A. Westrell *Harlan A. Westrell*	Chief/Security Research Staff/OS

2. FOR THE REVIEWING OFFICIAL: RECORD ANY SUBSTANTIAL DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER INFORMATION, WHICH WILL LEAD TO A BETTER UNDERSTANDING OF THIS REPORT.

17 [illegible] 1957

Reviewed by [illegible] *WHD 9/19/57*

[ ] CONTINUED ON ATTACHED SHEET

I certify that any substantial difference of opinion with the supervisor is reflected in the above section.

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
3 Sept 57	*C F Heney* C. F. HENEY	EXECUTIVE OFFICER

SECTION C. JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

DIRECTIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.

INSERT RATING NUMBER: **6**

1 - DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.
2 - BARELY ADEQUATE IN PERFORMANCE. ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES.
3 - PERFORMS MOST OF HIS DUTIES ACCEPTABLY, OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
4 - PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER.
5 - A FINE PERFORMANCE. CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
6 - PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE SUPERVISOR.

COMMENTS:

SECRET
(When Filled In)

OFFICE OF PERSONNEL

SEP 5 3 42 PM '57

MAIL ROOM

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS:

a. State in the spaces below up to six of the more important SPECIFIC duties performed during this rating period. Place the most important first. Do not include minor or unimportant duties.
b. Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty.
c. For supervisors, ability to supervise will always be rated as a specific duty (do not rate as supervisors those who supervise a secretary only).
d. Compare in your mind, when possible, the individual being rated with others performing the same duty at a similar level of responsibility.
e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.
f. Be specific. Examples of the kind of duties that might be rated are:

ORAL BRIEFING	HAS AND USES AREA KNOWLEDGE	CONDUCTS INTERROGATIONS
GIVING LECTURES	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES
CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	TRANSLATES GERMAN
WRITING TECHNICAL REPORTS	MANAGES FILES	DEBRIEFING SOURCES
CONDUCTING EXTERNAL LIAISON	OPERATES RADIO	KEEPS BOOKS
TYPING	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK
TAKING DICTATION	WRITES REGULATIONS	MAINTAINS AIR CONDITIONING
SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA

g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

DESCRIPTIVE RATING NUMBER

1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY
2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY
3 - PERFORMS THIS DUTY ACCEPTABLY
4 - PERFORMS THIS DUTY IN A COMPETENT MANNER
5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB
6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS
7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY

Specific Duty	Rating Number
SPECIFIC DUTY NO. 1: Assist in the development and coordination of all counter intelligence programs	5
SPECIFIC DUTY NO. 2: Plan operations necessary to resolve counter intelligence cases	7
SPECIFIC DUTY NO. 3: Receive, evaluate and develop information of counter intelligence nature	6
SPECIFIC DUTY NO. 4: Analyze and evaluate results of a counter intelligence operation	6
SPECIFIC DUTY NO. 5: Maintain liaison with various other sensitive govt. agencies as well as other components of CIA in conn. with CIA operations.	6
SPECIFIC DUTY NO. 6: Conduct such personnel invest., interrog. & interviews as deemed necessary in certain cases.	6

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

DIRECTIONS: Stress strengths and weaknesses, particularly those which affect development on present job.

Mr. McCord has a great organizational ability. This combined with an analytical mind, imagination and tenacity of purposes enables him to organize complex problems into workable and seemingly simple plans of action. He is a good supervisor, can delegate responsibility, gives credit to his subordinates and, in turn, is well liked by them. He is continually working to improve himself by both formal and informal training.

SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

DIRECTIONS: Take into account here everything you know about the individual....productivity, conduct in the job, pertinent personal characteristics or habits, special defects or talents....and how he fits in with your team. Compare him with others doing similar work of about the same level.

RATING NUMBER: 7

1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED
2 - OF DOUBTFUL SUITABILITY....WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW
3 - A BARELY ACCEPTABLE EMPLOYEE....BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION
4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION
5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS
6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION
7 - EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? [ ] YES [X] NO. IF YES, EXPLAIN FULLY:

SECRET

SECRET
(When Filled In)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICES: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the OP no later than 30 days after the due date indicated in item 8 of Section "E" below.

SECTION E. GENERAL

1. NAME (Last) (First) (Middle): McCORD, James W., Jr.	2. DATE OF BIRTH: 26 January 1924	3. SEX: male	4. SERVICE DESIGNATION: SD-SS
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT: OS/Security Research Staff	6. OFFICIAL POSITION TITLE: ~~Investigator~~ Acting Deputy Chief, Security Research Staff		
7. GRADE: GS-14	8. DATE REPORT DUE IN OP: 22 August 1957	9. PERIOD COVERED BY THIS REPORT (Inclusive dates): 22 August 1956 - 21 August 1957	
10. TYPE OF REPORT (Check one)	[ ] INITIAL / [X] ANNUAL	[ ] REASSIGNMENT-SUPERVISOR / [ ] REASSIGNMENT-EMPLOYEE	[ ] SPECIAL (Specify)

SECTION F. CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGEMENT OF THE INDIVIDUAL BEING RATED

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	C. SUPERVISOR'S OFFICIAL TITLE
28 August 1957	Harlan A. Westrell *Harlan A. Westrell*	Chief/Security Research Staff/OS

2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
~~29 August~~ 3 Sept 1957	[illegible] *C. F. Heney*	[illegible]

SECTION G. ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.

RATING NUMBER: **6**

1 - ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
2 - HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
3 - MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES
4 - READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES
5 - WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING
6 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL
7 - AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES

2. SUPERVISORY POTENTIAL

DIRECTIONS: Answer this question: Has this person the ability to be a supervisor? [X] Yes [ ] No If your answer is YES, indicate below your opinion or guess of the level of supervisory ability this person will reach AFTER SUITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closest to expressing your opinion in the appropriate column. If your rating is based on observing him supervise, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.

DESCRIPTIVE RATING NUMBER
0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION
1 - BELIEVE INDIVIDUAL WOULD BE A WEAK SUPERVISOR IN THIS KIND OF SITUATION
2 - BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION
3 - BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION

ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION
3	3	A GROUP DOING THE BASIC JOB (truck drivers, stenographers, technicians or professional specialists of various kinds) WHERE CONTACT WITH IMMEDIATE SUBORDINATES IS FREQUENT (First line supervisor)
3	3	A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors)
	3	A GROUP, [illegible] OF SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level)
	3	WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT
	3	WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE DIVERSE AND NEED CAREFUL COORDINATION
3	3	WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF THE OPPOSITE SEX
		OTHER (Specify)

SECRET
(When Filled In)

OFFICE OF PERSONNEL

SEP 5 3 42 PM '57

MAIL ROOM

3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION

36

4. COMMENTS CONCERNING POTENTIAL

Mr. McCord has a good educational background, well rounded personality, which combined with his organizational ability and further experience should equip him for a senior position in this Agency.

SECTION H. FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

McCord should continue in his present assignment as Deputy Chief/SRS for at least two more years.

McCord wishes to continue his study of Russian.

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS

SECTION I. DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

CATEGORY NUMBER
- X - HAVE NOT OBSERVED THIS, HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL
- 1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE
- 2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
- 3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
- 4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
- 5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
4	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	5	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
5	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	5	12. SHOWS ORIGINALITY	4	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
5	3. HAS INITIATIVE	5	13. ACCEPTS RESPONSIBILITIES	5	23. IS THOUGHTFUL OF OTHERS
5	4. IS ANALYTIC IN HIS THINKING	4	14. ADMITS HIS ERRORS	5	24. WORKS WELL UNDER PRESSURE
5	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	4	15. RESPONDS WELL TO SUPERVISION	5	25. DISPLAYS JUDGEMENT
4	6. KNOWS WHEN TO SEEK ASSISTANCE	5	16. DOES HIS JOB WITHOUT STRONG SUPPORT	5	26. IS SECURITY CONSCIOUS
5	7. CAN GET ALONG WITH PEOPLE	5	17. COMES UP WITH SOLUTIONS TO PROBLEMS	4	27. IS [illegible]
4	8. HAS REGARD FOR FACTS	4	18. IS [illegible]	4	28. HIS CRITICISM IS CONSTRUCTIVE
5	9. GETS THINGS DONE	5	19. THINKS CLEARLY	4	29. FACILITATES SMOOTH OPERATION OF HIS OFFICE
4	10. CAN COPE WITH EMERGENCIES	5	20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS	5	30. SEES ALL SIDES OF PROBLEMS AND [illegible]

SECRET

14-00000

SECRET
(When Filled In)

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing any question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item 8, of Section "A" below.

SECTION A. GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
McCORD James W., Jr.	26 January 1924	male	SD-SS

5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT	6. OFFICIAL POSITION TITLE
OS/Security Research Staff	Investigator

7. GRADE	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)
GS-12	22 August 1956	22 August 1955 - 21 August 1956

10. TYPE OF REPORT (Check one)

	INITIAL	REASSIGNMENT-SUPERVISOR	SPECIAL (Specify)
X	ANNUAL	REASSIGNMENT-EMPLOYEE	

SECTION B. CERTIFICATION

1. FOR THE RATER: THIS REPORT [X] HAS [ ] HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT:

A. CHECK (X) APPROPRIATE STATEMENTS:

X	THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.		IF INDIVIDUAL IS RATED "1" IN C1 OR D, A WARNING LETTER HAS SENT TO HIM & A COPY ATTACHED TO THIS REPORT.
	THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.		I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW I EVALUATE HIS JOB PERFORMANCE, BECAUSE (Specify):
	I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.		

B. THIS DATE	C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	D. SUPERVISOR'S OFFICIAL TITLE
27 August 1956	Harlan A. Westrell *Harlan A. Westrell*	Chief, CI/SRS

2. FOR THE REVIEWING OFFICIAL: RECORD ANY SUBSTANTIAL DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER INFORMATION, WHICH WILL LEAD TO A BETTER UNDERSTANDING OF THIS REPORT.

	BY	DATE
Posted Pos. Control	[initials]	5 SEP 1956
Reviewed by PUD	[initials]	7 [illegible]

[ ] CONTINUED ON ATTACHED SHEET

I certify that any substantial difference of opinion with the supervisor is reflected in the above section.

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
27 August 1956	Paul F. Gaynor *Paul F. Gaynor*	Chief, Security Research Staff

SECTION C. JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

DIRECTIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.

INSERT RATING NUMBER: **6**

1 - DOES NOT PERFORM DUTIES ADEQUATELY. HE IS INCOMPETENT.
2 - BARELY ADEQUATE IN PERFORMANCE. ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES.
3 - PERFORMS MOST OF HIS DUTIES ACCEPTABLY. OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
4 - PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER.
5 - A FINE PERFORMANCE. CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
6 - PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE SUPERVISOR.

COMMENTS:

14-00000

SECRET
(When Filled In)

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS:
a. State in the spaces below up to six of the more important SPECIFIC duties performed during rating period. Place the most important first. Do not include minor or unimportant duties.
b. Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty.
c. For supervisors, ability to supervise will always be rated as a specific duty (do not rate as supervisors those who supervise a secretary only).
d. Compare in your mind, when possible, the individual being rated with others performing the same duty at a similar level of responsibility.
e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.
f. Be specific. Examples of the kind of duties that might be rated are:

ORAL BRIEFING	HAS AND USES AREA KNOWLEDGE	CONDUCTS INTERROGATIONS
GIVING LECTURES	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES
CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	TRANSLATES GERMAN
WRITING TECHNICAL REPORTS	MANAGES FILES	DEBRIEFING SOURCES
CONDUCTING EXTERNAL LIAISON	OPERATES RADIO	KEEPS BOOKS
TYPING	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK
TAKING DICTATION	WRITES REGULATIONS	MAINTAINS AIR CONDITIONING
SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA

g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

OFFICE OF PERSONNEL
SEP 5 10 30 AM '56
MAIL ROOM

DESCRIPTIVE RATING NUMBER
1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY
2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY
3 - PERFORMS THIS DUTY ACCEPTABLY
4 - PERFORMS THIS DUTY IN A COMPETENT MANNER
5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB
6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS
7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY

Specific Duty	Rating Number	Specific Duty	Rating Number
SPECIFIC DUTY NO. 1: Receives, evaluates and develops information of a counterintelligence nature.	6	SPECIFIC DUTY NO. 4: Evaluates results of counter-intelligence operations.	6
SPECIFIC DUTY NO. 2: Plans operations necessary to resolve counter-intelligence matters.	6	SPECIFIC DUTY NO. 5: Maintains liaison with various other sensitive government agencies as well as other components of CIA in connection with CI operations.	6
SPECIFIC DUTY NO. 3: Coordinates SO resources in implementation of CI operations.	7	SPECIFIC DUTY NO. 6: Conducts such personal investigation, interrogations and interviews as deemed necessary in certain cases.	6

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

DIRECTIONS: Stress strengths and weaknesses, particularly those which affect development on present job.

Mr. McCord's greatest strength is his ability to follow tenuous counter-intelligence leads without becoming enmeshed in extraneous material. He organizes his work well, then proceeds to follow through to completion. He has ability to do vast quantities of work, shows iniative and imagination and gets along well with all classes of people.

SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

DIRECTIONS: Take into account here everything you know about the individual....productivity, conduct on the job, pertinent personal characteristics or habits, special defects or talents....and how he fits in with your team. Compare him with others doing similar work of about the same level.

RATING NUMBER: 7

1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED
2 - OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW
3 - A BARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION
4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION
5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS
6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION
7 - EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? [ ] YES [X] NO. IF YES, EXPLAIN FULLY:

SECRET

SECRET
(When Filled In)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR. This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the OP no later than 10 days after the due date indicated in item 8 of Section "E" below.

SECTION E. GENERAL

1. NAME (Last) (First) (Middle): McCORD, James W., Jr.	2. DATE OF BIRTH: 26 January 1924	3. SEX: male	4. SERVICE DESIGNATION: SD-SS
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT: OS/Security Research Staff	6. OFFICIAL POSITION TITLE: Investigator		
7. GRADE: GS-13	8. DATE REPORT DUE IN OP: 22 August 1956	9. PERIOD COVERED BY THIS REPORT (Inclusive dates): 22 August 1955 - 21 August 1956	
10. TYPE OF REPORT (Check one): INITIAL; X ANNUAL	REASSIGNMENT-SUPERVISOR; REASSIGNMENT-EMPLOYEE	SPECIAL (Specify)	

SECTION F. CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGMENT OF THE INDIVIDUAL BEING RATED

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	C. SUPERVISOR'S OFFICIAL TITLE
27 August 1956	Harlan A. Westrell *Harlan A. Westrell*	Chief, CI/Sec. Research Staff

2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
27 August 1956	Paul F. Gaynor *Paul F. Gaynor*	Chief, Security Research Staff

SECTION G. ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.

RATING NUMBER: 6

1 - ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
2 - HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
3 - MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES
4 - READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES
5 - WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING
6 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL
7 - AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES

BY DATE
Position Control

2. SUPERVISORY POTENTIAL

DIRECTIONS: Answer this question: Has this person the ability to be a supervisor? [X] Yes [ ] No If your answer is YES, indicate below your opinion or guess of the level of supervisory ability this person will reach AFTER SUITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closest to expressing your opinion in the appropriate column. If your rating is based on observing him supervise, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.

DESCRIPTIVE RATING NUMBER
0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION
1 - BELIEVE INDIVIDUAL WOULD BE A WEAK SUPERVISOR IN THIS KIND OF SITUATION
2 - BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION
3 - BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION

ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION
3		A GROUP DOING THE BASIC JOB (truck drivers, stenographers, technicians or professional specialists of various kinds) WHERE CONTACT WITH IMMEDIATE SUBORDINATES IS FREQUENT (First line supervisor)
3		A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors)
	3	A GROUP, WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level)
3		WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT
3		WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE DIVERSE AND NEED CAREFUL COORDINATION
3		WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF THE OPPOSITE SEX
		OTHER (Specify)

FORM NO. 45 (Part II) REPLACES PREVIOUS EDITIONS OF FORMS 45 AND 45a WHICH ARE OBSOLETE. SECRET Potential

SECRET
(When Filled In)

3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION

29 months

4. COMMENTS CONCERNING POTENTIAL

Mr. McCord is an outstanding individual who should continue to develop into a key employee. He is particularly good at organizing and directing [illegible] operations. He does need further experience in his present position, but within two years should be ready to assume a senior position in the Security Office or in CI/DDP.

OFFICE OF PERSONNEL
10 AM '56
MAIL ROOM

SECTION H. FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

None planned for the present. Should continue to work in present position.

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS

SECTION I. DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

CATEGORY NUMBER
X - HAVE NOT OBSERVED THIS; HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL
1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE
2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
4	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	5	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
5	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	4	12. SHOWS ORIGINALITY	4	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
5	3. HAS INITIATIVE	4	13. ACCEPTS RESPONSIBILITIES	5	23. IS THOUGHTFUL OF OTHERS
5	4. IS ANALYTIC IN HIS THINKING	4	14. ADMITS HIS ERRORS	5	24. WORKS WELL UNDER PRESSURE
4	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	4	15. RESPONDS WELL TO SUPERVISION	4	25. DISPLAYS JUDGMENT
4	6. KNOWS WHEN TO SEEK ASSISTANCE	5	16. DOES HIS JOB WITHOUT STRONG SUPPORT	5	26. IS SECURITY CONSCIOUS
4	7. CAN GET ALONG WITH PEOPLE	4	17. COMES UP WITH SOLUTIONS TO PROBLEMS	5	27. IS VERSATILE
4	8. HAS MEMORY FOR FACTS	5	18. IS OBSERVANT	4	28. HIS CRITICISM IS CONSTRUCTIVE
5	9. GETS THINGS DONE	5	19. THINKS CLEARLY	5	29. FACILITATES SMOOTH OPERATION OF HIS OFFICE
4	10. CAN COPE WITH EMERGENCIES	5	20. COMPLETES ASSIGNMENTS WITHIN ACCEPTABLE TIME LIMITS	5	30. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION

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(When Filled In)

FITNESS REPORT

The Fitness Report is an important factor in agency personnel management. It serves to provide:
1. The agency selection board with information of value when considering the selection of an individual for membership in the career service; and
2. A periodic record of job performance as an aid to the effective utilization of personnel.

CODED

INSTRUCTIONS

TO THE ADMINISTRATIVE OR PERSONNEL OFFICER: Consult current administrative instructions regarding the initiation and transmittal of this report.

TO THE SUPERVISOR: Read the entire form before attempting to complete any item. As the supervisor who assigns, directs and reviews the work of the individual, you have primary responsibility for evaluating his strengths, weaknesses, and on-the-job effectiveness as revealed by his day-to-day activities. If this individual has been under your supervision for less than 30 days, you will collaborate with his previous supervisors to make sure the report is accurate and complete. Primary responsibility rests with the current supervisor. It is assumed that, throughout the period this individual has been under your supervision, you have discharged your supervisory responsibilities by frequent discussions of his work, so that in a general way he knows where he stands.

A. NEXT DUE DATE - 22 Aug 56 Posted ... 10/21/55
... 1976

IT IS OPTIONAL WHETHER OR NOT THIS FITNESS REPORT IS SHOWN TO THE PERSON BEING RATED

SECTION I (To be filled in by Administrative Officer)

1. NAME (Last) McCORD,	(First) James	(Middle) W. Jr.	2. DATE OF BIRTH 26 Jan. 1924	3. SEX M	4. CAREER DESIGNATION SD:SS
5. DATE OF ENTRANCE ON DUTY 22 August 1951	6. OFFICE ASSIGNED TO Security		7. DIVISION Security Research Staff		8. BRANCH
9. NATURE OF ASSIGNMENT [XX] DEPARTMENTAL [ ] FIELD	10. IF FIELD, SPECIFY STATION:				11. GRADE GS-13
12. DATE THAT THIS REPORT IS DUE 31 August 1955	13. PERIOD COVERED BY THIS REPORT (Inclusive dates) 22 August 1954 to 22 August 1955				

SECTION II (To be filled in by Supervisor)

1. CURRENT POSITION 1816.24 Chief, External Branch, Security Research Staff	2. DATE ASSUMED RESPONSIBILITY FOR POSITION 1 January 1955

3. WHAT SPECIFIC ASSIGNMENTS OR TASKS ARE TYPICAL OF THOSE GIVEN TO HIM DURING THE PAST THREE TO SIX MONTHS (List in order of frequency):

As Chief, External Branch (CI), planned and directed sensitive CI investigations; coordinated action with other Government investigative services; analyzed results of investigations, conducted and directed detailed research on CI problems; conducted interrogations and interviews on all phases of CI activity; wrote detailed reports on CI cases; supervised activities of SRS employees assigned to External Branch.

READ THE ENTIRE FORM BEFORE ATTEMPTING TO COMPLETE ANY ITEM

SECTION III

I certify that, during the latter half of the period covered by this report, I have discussed with the rated individual the manner in which he has performed his job and provided suggestions and criticisms wherever needed. I believe that his understanding of my evaluation of his performance is consistent with my evaluation of him as evidenced by this fitness report and I have informed him of his strengths, weaknesses, and on-the-job effectiveness. If performance during the report period has been unsatisfactory, there is attached a copy of the memorandum notifying him of unsatisfactory performance.

This report [XX] has [ ] has not been shown to the individual rated.

THIS DATE 9/28/55	NAME AND SIGNATURE OF RATER (Employee's immediate supervisor) Harlan A. Westrell

I HAVE REVIEWED THIS REPORT (Comments, if any, are reflected by attached memorandum)

THIS DATE 9-28-55	NAME AND SIGNATURE OF REVIEWING OFFICIAL (Official next higher in line of authority) Paul F. Gaynor

FORM NO. 45 1 OCT 54 REPLACES FORM 37-193, 1 MAY 54 WHICH MAY BE USED.

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(When Filled In)

SECTION IV

This section is provided as an aid in describing the individual. Your description is not favorable or unfavorable in itself but acquires its meaning in relation to a particular job or assignment. The descriptive words are to be interpreted literally.

On the left hand side of the page below are a series of statements that apply, in some degree, to most people. On the right hand side of the page are four major categories SEP 11 1 04 PM '55 *scale within each category is divided into three small blocks; this is to allow you to make finer distinctions if you so desire. Look at the statement on the left - then check the category on the right which best tells how much the statement applies to the person you are rating. Placing an "X" in the "Not Observed" column means you have no opinion on whether a phrase applies to an individual. Placing an "X" in the "Does Not Apply" column means that you have the definite opinion that the description is not at all suited to the individual.*

STATEMENTS	NOT OBSERVED	DOES NOT APPLY	APPLIES TO A LIMITED DEGREE	APPLIES TO A REASONABLE DEGREE	APPLIES TO AN ABOVE AVERAGE DEGREE	APPLIES TO AN OUTSTANDING DEGREE
SAMPLES: A. ABLE TO SEE ANOTHER'S POINT OF VIEW.			X			
B. PRACTICAL.					X	
1. A GOOD REPORTER OF EVENTS.						X
2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES.					X	
3. CAUTIOUS IN ACTION.					X	
4. HAS INITIATIVE.						X
5. UNEMOTIONAL.						X
6. ANALYTIC IN HIS THINKING.						X
7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS.						X
8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.					X	
9. HAS SENSE OF HUMOR.					X	
10. KNOWS WHEN TO SEEK ASSISTANCE.						X
11. CALM.						X
12. CAN GET ALONG WITH PEOPLE.						X
13. MEMORY FOR FACTS.					X	
14. GETS THINGS DONE.						X
15. KEEPS ORIENTED TOWARD LONG TERM GOALS.						X
16. CAN COPE WITH EMERGENCIES.					X	
17. HAS HIGH STANDARDS OF ACCOMPLISHMENT.						X
18. HAS STAMINA; CAN KEEP GOING A LONG TIME.						
19. HAS WIDE RANGE OF INFORMATION.					X	
20. SHOWS ORIGINALITY.						X
21. ACCEPTS RESPONSIBILITIES.						X
22. ADMITS HIS ERRORS.					X	
23. RESPONDS WELL TO SUPERVISION						X
24. EVEN DISPOSITION.					X	
25. ABLE TO DO HIS JOB WITHOUT STRONG SUPPORT						X

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26. CAN THINK ON HIS FEET.								X		
27. COMES UP WITH SOLUTIONS TO PROBLEMS.								X		
28. STIMULATING TO ASSOCIATES, A "SPARK PLUG".					X					
29. TOUGH MINDED.									X	
30. OBSERVANT.									X	
31. CAPABLE.									X	
32. CLEAR THINKING.									X	
33. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS.							X			
34. EVALUATES SELF REALISTICALLY.								X		
35. WELL INFORMED ABOUT CURRENT EVENTS.									X	
36. DELIBERATE.						X				
37. EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES.						X				
38. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS.						X				
39. THOUGHTFUL OF OTHERS.								X		
40. WORKS WELL UNDER PRESSURE.									X	
41. DISPLAYS JUDGEMENT.									X	
42. GIVES CREDIT WHERE CREDIT IS DUE.								X		
43. HAS DRIVE.							X			
44. IS SECURITY CONSCIOUS.										X
45. VERSATILE.							X			
46. HIS CRITICISM IS CONSTRUCTIVE.						X				
47. ABLE TO INFLUENCE OTHERS.						X				
48. FACILITATES SMOOTH OPERATION OF HIS OFFICE.							X			
49. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION.									X	
50. A GOOD SUPERVISOR.						X				

SECTION F

A. WHAT ARE HIS OUTSTANDING STRENGTHS?

Ability to go into details of a CI case, following all pertinent leads without becoming involved in extraneous matters.

B. WHAT ARE HIS OUTSTANDING WEAKNESSES?

None

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(When Filled In)

C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKNESS OUTWEIGHS ALL OTHER CONSIDERATIONS

None

D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION? [XX] NO [ ] YES. IF YES, WHY?

E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?

Employee has expressed desire to study Russian

F. OTHER COMMENTS (*Indicate here general traits, specific habits or characteristics not covered elsewhere in the report but which have a bearing on effective utilization of this person*):

SECTION VI

Read all descriptions before rating. Place "X" in the most appropriate box under subsections A,B,C,&D

A. *DIRECTIONS: Consider only the skill with which the person has performed the duties of his job and rate him accordingly.*

[ ] 1. DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.
[ ] 2. BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.
[ ] 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
[ ] 4. PERFORMS DUTIES IN A TYPICALLY COMPETENT, EFFECTIVE MANNER.
[ ] 5. A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
[XX] 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE RATER.

IS THIS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME OTHER AREA? [XX] NO [ ] YES. IF YES, WHAT?

B. *DIRECTIONS: Considering others of this person's grade and type of assignment, how would you rate him on potentiality for assumption of greater responsibilities normally indicated by promotion.*

[ ] 1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.
[ ] 2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.
[ ] 3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS.
[ ] 4. WILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.
[ ] 5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE.
[XX] 6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCEMENT.

C. *DIRECTIONS: Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the agency.*

[ ] 1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY ...WILL DEFINITELY LEAVE THE AGENCY AT THE FIRST OPPORTUNITY.
[ ] 2. HAS STRONG NEGATIVE ATTITUDE TOWARD AGENCY... IRKED BY RESTRICTIONS...REGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.
[ ] 3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE AGENCY..BOTHERED BY MINOR FRUSTRATIONS.. WILL QUIT IF THESE CONTINUE.
[ ] 4. HIS ATTITUDE TOWARD THE AGENCY IS INDIFFERENT ... HAS "WAIT AND SEE" ATTITUDE..WOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.
[ ] 5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD AGENCY ..MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR AGENCY..THINKS IN TERMS OF A CAREER IN THE AGENCY.
[XX] 6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE AGENCY..BARRING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE AGENCY.
[ ] 7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE AGENCY ..WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE AGENCY.

D. *DIRECTIONS. Consider everything you know about this person in making your rating..skill in job duties, conduct on the job, personal characteristics or habits, and special defects or talents.*

[ ] 1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.
[ ] 2. OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW.
[ ] 3. A BARELY ACCEPTABLE EMPLOYEE...DEFINITELY BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION
[ ] 4. A TYPICAL EMPLOYEE...HE DISPLAYS THE SAME SUITABILITY AS MOST OF THE PEOPLE I KNOW IN THE AGENCY.
[ ] 5. A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS.
[XX] 6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE AGENCY.
[ ] 7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE AGENCY.

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SECURITY INFORMATION

PERSONNEL EVALUATION REPORT

Items 1 through 6 will be completed by Administrative or Personnel Officer

1. NAME (Last)	(First)	(Middle)	2. GRADE	3. POSITION TITLE	
McCORD	James	W.	GS-13	Security Officer	CI-SE
4. OFFICE: Security	STAFF OR DIVISION: Office of Chief	BRANCH	[XX] DEPT'L. [ ] FIELD	IF FIELD, SPECIFY STATION	

5. PERIOD COVERED BY REPORT
From 22 Aug. 1953 To 21 Aug. 1954

6. TYPE OF REPORT
[ ] Initial [XX] Annual [ ] Special
[ ] Reassignment [ ] Reassignment of Supervisor

Items 7 through 10 will be completed by the person evaluated

7. LIST YOUR MAJOR DUTIES IN APPROXIMATE ORDER OF IMPORTANCE, WITH A BRIEF DESCRIPTION OF EACH. OMIT MINOR DUTIES.

To handle certain special assignments and conduct certain sensitive research for the Security Office, CIA. Research in many cases is of such high sensitivity that the conduct of same must be limited.

8. LIST COURSES OF INSTRUCTION COMPLETED DURING REPORT PERIOD.

Name of Course	Location	Length of Course	Date Completed
none			

9. IN WHAT TYPE OF WORK ARE YOU PRIMARILY INTERESTED?

Same as my present assignments

IF DIFFERENT FROM YOUR PRESENT JOB, EXPLAIN YOUR QUALIFICATIONS (APTITUDE, KNOWLEDGE, SKILLS).

10

29 July 1954
DATE

James W. McCord Jr.
SIGNATURE

Items 11 through 18 will be completed by Supervisor

11. BRIEFLY DESCRIBE THIS PERSON'S PERFORMANCE ON THE MAJOR DUTIES LISTED UNDER ITEM 7 ABOVE.

Mr. McCord has performed the above duties in an excellent manner. He has an unusual ability to develop information thru both research and investigation and in this instance has produced results which have been of great value to high authorities of this Agency.

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SECURITY INFORMATION

12. IN WHAT RESPECT IS THIS PERSON'S PERFORMANCE ON PRESENT JOB MOST NOTICEABLY GOOD OR OUTSTANDING?

In his "knack" for developing information from research and investigation, and in his utmost discretion in sensitive assignments.

13. ON WHAT ASPECT OF PERFORMANCE SHOULD THIS PERSON CONCENTRATE EFFORT FOR SELF IMPROVEMENT?

None noted.

14. COMMENT ON THIS PERSON'S ABILITY TO HANDLE GREATER RESPONSIBILITIES NOW OR IN THE FUTURE.

Yes, he has definite promise of future increased responsibilities.

15. ARE THERE OTHER DUTIES WHICH BETTER SUIT THIS PERSON'S QUALIFICATIONS? (Recommend appropriate reassignment, if possible.)

Not at this time.

16. WHAT TRAINING OR ROTATION DO YOU RECOMMEND FOR THIS PERSON?

None at this time. Will consider for Phase II Operations Course when work load permits.

17. IF PERFORMANCE DURING REPORT PERIOD HAS BEEN UNSATISFACTORY, THERE IS ATTACHED COPY OF MEMORANDUM NOTIFYING THIS PERSON OF UNSATISFACTORY PERFORMANCE. NOT APPLICABLE.

18. THIS PERSONNEL EVALUATION REPORT HAS BEEN DISCUSSED WITH THE PERSON EVALUATED. ADDITIONAL COMMENTS INCLUDING COMMENT ON ITEMS 7, 8 AND 9, ARE SHOWN BELOW UNDER ITEM 20.

11 Oct 1954
DATE

[signature]
SIGNATURE OF SUPERVISOR

19. I HAVE REVIEWED THE ABOVE REPORT. (Comments, if any, are shown in item 20.)

20 Jan 55
DATE

[signature]
SIGNATURE OF REVIEWING OFFICIAL

20. COMMENTS: (If necessary, may be continued on reverse side of cover sheet.)

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SECURITY INFORMATION

20. COMMENTS (Continued):

INSTRUCTIONS

1. Instruction to the Administrative or Personnel Officer

   Consult current Administrative Instructions regarding the initiation and transmittal of this report.

2. Instruction to the person evaluated

   Since this evaluation will become an important part of your record, you will want to give to it as much care
   and attention as you would like to have it receive from your Supervisor and the Reviewing Official. With
   respect to Items 8 and 9, you should include courses of instruction or assignments, either within or out-
   side of the Agency, which you consider pertinent to your career development.

3. Instruction to the Supervisor and the Reviewing Official

   a. As the supervisor who assigns, directs and reviews the work of others, you bear primary responsibility for
   planning and fostering the development of each person under your supervision, commensurate with his ca-
   pacity, aptitude, knowledge and skills. As an alert supervisor, you judge the people working with you on a
   job-by-job and day-by-day basis and use this information in carrying out your supervisory responsibilities.
   Although evaluation is a continuous process, it is necessary periodically to record your observations and
   recommendations for appropriate action. In preparing the report you should consider the individual's capa-
   bilities for further development in his present assignment and his potentialities for more effective
   utilization in other positions, including work of a more responsible and difficult nature.

   b. The following traits are generally regarded as having some bearing on a person's performance and develop-
   ment. Although you are not asked for specific ratings, do not hesitate to refer to these or similar traits
   in your comments, which should be terse and precise.

   COOPERATION
   DEPENDABILITY
   ACCURACY
   SECURITY CONSCIOUSNESS
   INITIATIVE
   RESOURCEFULNESS
   STABILITY UNDER PRESSURE
   ABILITY TO OBTAIN RESULTS
   JUDGMENT
   LEADERSHIP

   c. In fairness to the individual and in the interest of the Agency, the importance of carefully prepared and
   accurate Personnel Evaluation Reports can not be overstressed. The following basic principles of evaluation
   should be kept in mind:

   (1) Base your judgment on

   (a) What you have observed the individual do or fail to do.
   (b) Typical performance as well as critical incidents.
   (c) Examples relevant to the duties under consideration.

   (2) Different standards prevail in different assignments. Every effort should be made to arrive at a just
   estimate of the qualities of the individual as demonstrated during the report period. Avoid exaggera-
   tions. They detract from the value of the report and are unfair to others.

   (3) BIASED OPINIONS BASED ON PERSONAL LIKES AND DISLIKES MUST BE SCRUPULOUSLY AVOIDED. IT SHOULD BE BORNE
   IN MIND THAT THE PREPARATION OF EVALUATION REPORTS IS AN IMPORTANT RESPONSIBILITY OF ALL SUPERVISORS
   AND THEIR CAREFUL PREPARATION IS AN INDICATION OF THE SUPERVISOR'S OWN ABILITY AND QUALIFICATION FOR
   THE POSITION HE HOLDS.

4. A FRANK DISCUSSION BETWEEN SUPERVISOR AND INDIVIDUAL CONCERNING THIS REPORT IS NECESSARY IN ORDER TO ASSIST IN THE
DEVELOPMENT AND BEST USE OF EVERY INDIVIDUAL'S CAPABILITIES.

THIS PORTION TO BE DETACHED ONLY BY AUTHORIZED OFFICIAL

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SECURITY INFORMATION

ITEMS 1 THROUGH 8 WILL BE COMPLETED BY TRANSACTIONS AND RECORDS BRANCH WHEN ACTION IS INITIATED IN PERSONNEL DIVISION

ROUTING AND ACTION SLIP FOR PERSONNEL EVALUATION REPORT

DATE: 15 July 1954

1. NAME (Last) (First) (Middle): McCORD, James W.
2. GRADE: GS-13
3. POSITION TITLE: Security Officer CD-GS
4. OFFICE: Security
STAFF OR DIVISION: Office of Chief
BRANCH:
[XX] DEPT'L. [ ] FIELD
IF FIELD, SPECIFY STATION:
5. PERIOD COVERED BY REPORT: From 22 August 1953 To 21 August 1954
6. TYPE OF REPORT: [ ] Initial [ ] Reassignment [XX] Annual [ ] Reassignment of Supervisor [ ] Special
7. DATE REPORT DUE IN PERSONNEL OFFICE: 21 September 1954
8. AUTHENTICATION (T&R BRANCH):

ROUTING AND ACTION

REQUIRED ACTION	PERSON TO TAKE ACTION	DATE ACTION COMPLETED	INITIALS
9. a. Obtain two copies of CIA Form 37-151. b. Enter data in Items 1 through 6, above, in corresponding spaces of PER forms. c. Attach this action form and pamphlet "Your Evaluation Report" to PER forms. d. Deliver forms to immediate supervisor of person to be evaluated.	Evaluations Officer		
10. a. Deliver forms to person to be evaluated. b. Offer advice and assistance.	Supervisor		
11. a. Complete Items 7 through 10. b. Deliver forms to supervisor. ✓	Person to be Evaluated	13 Aug 54	JWMcC
12. a. Complete Items 11 through 17. b. Attach warning memo, if required. c. Deliver forms to reviewing official (supervisor next in line).	Supervisor		
13. a. Review the evaluation. b. Discuss complete evaluation and recommendations with supervisor. c. Record additional comments on forms. d. Sign forms in Item 19. e. Deliver forms to supervisor.	Reviewing Official	1/30/55	[illegible]
14. a. Discuss all aspects of evaluation with person being evaluated. (Explain right of appeal, if warning memo is prepared.) b. Sign forms in Item 18. c. Deliver forms to Evaluations Officer.	Supervisor		
15. a. Deliver original copy of evaluation form to Transactions and Records Branch, Personnel Division. b. Retain the carbon copy for use of operating office and Office Career Service Board. c. Detach Instruction Sheet of Form 37-151 if Item 20 (continued) is unused.	Evaluations Officer		

FORM NO. 37-151a
SEP 1952

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(When Filled In)

RECOMMENDATION FOR HONOR OR MERIT AWARD

(Submit in triplicate - see HR 20-37)

SECTION A — PERSONAL DATA

Field	Entry
1. EMP. SER. NO.	058124
2. NAME OF PERSON RECOMMENDED (Last, First, Middle)	McCORD, James Walter, Jr.
3. POSITION TITLE	Physical Sec. Off
4. GRADE	GS-15
5. SD	SS
6. OFFICE OF ASSIGNMENT	OS/Phys. Sec. Div.
7. OFFICE EXT.	6821
8. STATION — HEADQUARTERS	X
8. STATION — FIELD (Specify location)	
9. HOME ADDRESS (No., St., City, State, ZIP Code)	7 Winder Court, Rockville, Md. 20853
10. HOME PHONE	762-7678
11. CITIZENSHIP AND HOW ACQUIRED	U. S. A. - Birth
12. RECOMMENDED AWARD	Certificate of Distinction
13. IF RETIRING, DATE OF RETIREMENT	31 August 1970
14. POSTHUMOUS	YES [ ] NO [X]
15. NAME OF NEXT OF KIN	Marjorie Lee McCord
16. RELATIONSHIP	Wife
17. HOME ADDRESS (No., St., City, State, ZIP Code)	Same
18. HOME PHONE	Same

SECTION B — RECOMMENDATION FOR AWARD FOR HEROIC ACTION OR ACCEPTANCE OF HAZARD

19. WERE YOU AN EYEWITNESS TO THE ACT: YES [ ] NO [ ]

PERSONNEL IN IMMEDIATE VICINITY OR WHO ASSISTED IN ACT OR SHARED IN SAME HAZARD:

20. FULL NAME	21. ORGN. TITLE	22. GRADE	23. OFFICE OF ASSIGNMENT

LIST ANY OF THE ABOVE PERSONS GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN ACT:

24. FULL NAME	25. AWARD RECOMMENDED

CONDITIONS UNDER WHICH ACT WAS PERFORMED:

26. LOCATION	27. INCLUSIVE DATES	28. TIME OF DAY

29. PREVAILING GEOGRAPHIC CONDITIONS AND OBSTACLES ENCOUNTERED

30. DATES FOR WHICH AWARD RECOMMENDED — 31. ASSIGNMENT COMPLETED: YES [ ] NO [ ] — 32. NOW IN SAME OR RELATED ASSIGNMENT: YES [ ] NO [ ]

SECTION C — RECOMMENDATION FOR AWARD FOR ACHIEVEMENT, SERVICE, OR PERFORMANCE

33. DO YOU HAVE PERSONAL KNOWLEDGE OF THE SERVICE OR PERFORMANCE: YES [X] NO [ ]

34. OFFICIAL ASSIGNMENT OF PERSON RECOMMENDED AT TIME OF SERVICE OR PERFORMANCE
Chief, Physical Security Division, PTOS, OS

35. COMPONENT OR STATION (Designation and location)
Headquarters

36. DUTIES AND RESPONSIBILITIES OF ASSIGNED POSITION
To plan and direct an Agency-wide physical security program for protecting Agency installations against unauthorized physical penetration and Agency information and material against loss, compromise or disclosure.

37. INCLUSIVE DATES FOR WHICH RECOMMENDED — 38. ASSIGNMENT COMPLETED: YES [ ] NO [ ] — 39. NOW IN SAME OR RELATED ASSIGNMENT: YES [ ] NO [ ]

PERSONNEL WHO ASSISTED OR CONTRIBUTED SUBSTANTIALLY TO THE SERVICE OR PERFORMANCE

40. FULL NAME	41. ORGN. TITLE	42. GRADE	43. OFFICE OF ASSIGNMENT

LIST ANY OF THE ABOVE PERSONS GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN THE PERFORMANCE

44. FULL NAME	45. TYPE OF AWARD

FORM 600 USE PREVIOUS EDITION
8-69

SECRET

(4)

14-00000

SECTION D NARRATIVE DESCRIPTION

Award for Heroic Action or Acceptance of Hazard: Was act voluntary? Describe why act was outstanding and if it was more than normally expected. Explain, why, and how. If an aerial or marine operation, describe type and position of craft, crew position of individual, and all unusual circumstances. Indicate results of the act. Enclose unclassified citation.

Award for Achievement, Service, or Performance: State character of service during period for which recommended. (Give complete description of administrative, technical, or professional duties and responsibilities if not covered in Section C; include dates of assignment and relief.) What did the individual do that merits the award? Why was this outstanding when compared to others of like grade and experience in similar positions or circumstances? If appropriate, include production records and assistance received by other persons or units. What obstacles were encountered or overcome? Indicate results of achievement, service, or performance. Include reference to Fitness Reports, Letters of Commendation, or other documentation already on file which supports this recommendation. Enclose unclassified citation.

When he retires 31 August 1970, Mr. James W. McCord, Jr., will have completed 25 years of Government service, 19 years of which were with the CIA in a variety of assignments covering the investigative, counter-intelligence, overseas security support, audio countermeasures and physical security fields within the Security Career Service.

During his early years of employment when assigned to the San Francisco Field Office, Office of Security, August 1951 to May 1953, Mr. McCord assisted in the covert entry and processing through customs of operational personnel from the Far East areas and performed safehouse duties and related tasks designed to ensure the protection and cover of such personnel.

When serving with the Security Research Staff, 1955 to 1962, Mr. McCord worked in direct support of Agency activities abroad of a specialized nature exploiting highly sensitive intelligence source material resulting in the reconstruction of Soviet espionage networks and resolving operational and security leads affecting both the British and United States Governments. The identities, composition and operations of Soviet intelligence services in Europe prior to 1950 and dating back into the 1930's, were reconstructed. Between 1955 and 1960, Mr. McCord was involved in contacting, developing and debriefing these identified and available

[X] CONTINUED ON ATTACHED SHEET

46. ENCLOSURES (List individually) IF ORIGINATOR IS NOT AN EYEWITNESS OR DOES NOT HAVE PERSONAL KNOWLEDGE OF THE ACT OR PERFORMANCE, ATTACH AFFIDAVITS OF EYEWITNESS OR INDIVIDUALS HAVING PERSONAL KNOWLEDGE OF THE FACTS.

1. PROPOSED CITATION
2.
3.

47. RECOMMENDATION INITIATED BY	48. TITLE AND SIGNATURE OF EMPLOYEE MAKING RECOMMENDATION	49. DATE
James P. O'Connell	James P. O'Connell Deputy Director of Security (PTOS)	14 July 1970

SECTION E RECOMMENDATION FORWARDED THROUGH OFFICIALS CONCERNED FOR THEIR INFORMATION

	TITLE AND SIGNATURE	DATE
50. HEAD OF SS CAREER SERVICE (Career service of nominee)	Director of Security	
51. DEPUTY DIRECTOR OF CAREER SERVICE	Deputy Director for Support	
52. DEPUTY DIRECTOR OF OPERATING COMPONENT		

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SECRET

Section D-Continued--James Walter McCord, Jr.

former Soviet intelligence personalities. This activity led to close liaison with British and other Western intelligence representatives involving numerous trips to Europe. This liaison activity with representatives of the British MI-5 established a direct channel of communications resulting in a continuous exchange of leads and a flow of operational data over the years of benefit to the Agency.

During the period of his work with the Security Research Staff, in which he served as Deputy Chief from May 1957, Mr. McCord was the Agency's case officer in a number of double agent cases involving Agency staff employees who had been contacted and were being developed for recruitment by the Soviet intelligence service.

From 1962 to 1964, Mr. McCord served overseas as Chief of the Regional Security Support Staff located at Frankfurt, Germany with responsibility for the overall personnel and physical security and audio countermeasures programs applicable to the Stations and Bases of the European area. This assignment was followed by attendance at the Air War College, August 1964 to June 1965.

For the past five years, Mr. McCord has held two vital line positions with world-wide responsibilities involving the Agency's audio countermeasures and physical security programs.

As Chief of the Technical Division from 23 July 1965 to 10 October 1968, Mr. McCord supervised a technical operation with considerable skill. Although not an engineer by training, he spanned a difficult gap between the administrative and technical demands of his responsibilities, guiding the development of useful and esoteric equipment in the counter-audio field to a point where the Agency became the recognized leader among Government departments in this area of activity. This leadership is evidenced by the

SECRET

SECRET

Section D Continued - James Walter McCord, Jr.

establishment of an Inter-Agency Technical Training Center under the Executive Agency of the Technical Division for the Technical Surveillance Countermeasures Committee of the United States Intelligence Board. Much of Mr. McCord's ideas, talents, and imagination went into the creation of this training activity which commenced operations about the time of his reassignment to the Physical Security Division.

Mr. McCord participated with two subordinate employees in the development of x-ray equipment for use by the Technical Division in detecting and locating hostile audio devices implanted in office appurtenances and walls of Agency occupied facilities. The responsibility for ensuring that appropriate protective methods for the safe use of this equipment was also associated with this development. The significance of this achievement was recognised by the Agency when Mr. McCord and his participating colleagues were awarded Certificates of Merit with Distinction in October 1966.

In his current position as Chief, Physical Security Division, Mr. McCord demonstrated his ability to quickly assimilate the necessary details of a field in which he had relatively little experience. He showed initiative in seeking out new ways and means to harden the security of the Agency's domestic and overseas facilities by tapping all possible technological resources, both in and out of Government, to produce for the Agency a posture in the physical security field which is the equal of, if not superior to, those of other elements of the United States Government. Illustrative of this effort is the expansion and improvement of the Agency's Security Command Center relating to the protection of Agency assets in time of demonstrations, riots and civil disturbances.

Throughout his Agency career, Mr. McCord has engaged his curious and inventive mind to search out even better ways to solve problems within his area of responsibility. As a result, his

SECRET

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Section D Continued - James Walter McCord, Jr.

Agency career is a record of sustained superior performance of duty of high value. The value of his exemplary performance over the years has often been recognized and commended by senior officials of the Agency. It is on this basis that Mr. McCord is nominated for the Certificate of Distinction upon the occasion of his retirement.

SECRET

Mr. James W. McCord, Jr.
Certificate of Distinction

CITATION

Mr. James W. McCord, Jr. is hereby awarded the Central Intelligence Agency's Certificate of Distinction.

During his nineteen years of Agency service, both domestic and foreign, Mr. McCord displayed remarkable imagination, ingenuity and effectiveness in the performance of his assigned tasks. His sustained superior performance of duty of high value over the years leaves a marked contribution to the overall mission of the Office of Security and the Agency, particularly in the areas of physical and technical security.

14-00000

CONFIDENTIAL

DD/S 69-4658

MEMORANDUM FOR: Director of Security

SUBJECT : Commendation

1. The Committee on the Security of Headquarters Building in a series of twelve meetings between May and August 1969 conducted a detailed study and analysis of each facet of security of the Headquarters Building. I know that considerable time and effort were given to preparation of the detailed briefings, supplemental studies and reports, contributions to the formal report and implementation of the recommended corrective measures. I am appreciative of the efforts and contribution made by your staff to this important piece of business. Although I am sure that many of your staff have worked on this project, my attention has been drawn particularly to these officers:

Buckley, Robert	Kane, Edward J.
Carrico, H. Clifton	King, Joseph F.
Elliott, Robert N.	Mantoni, Rudolfo
Farrell, Francis M.	McCord, James W., Jr.
Fennessey, Robert E.	McGinn, John B.
Geiss, Ermal P.	O'Connell, James P.
Good, Charles B.	Parr, Laurence
Green, James P.	Petit, Alan F.
Griffin, Robert B.	Sullivan, Arthur H.
Hayes, Robert J.	Todd, Orin H.
Herlihy, John F.	

2. I would appreciate it if you would pass this commendation on to the individuals concerned. Copies of this commendation have been forwarded to the Office of Personnel for inclusion in the Official Personnel File of each of the above officers.

R. L. Bannerman
Deputy Director
for Support

CONFIDENTIAL

14-00000

REQUEST AND AUTHORIZATION FOR ACTIVE DUTY TRAINING/ACTIVE DUTY TOUR

TO: HQ COMD USAF (PRP)

FROM: HQ COMD (PRP-A)

1. [X] BY DIRECTION OF THE PRESIDENT [ ] BY ORDER OF THE SECRETARY OF THE AIR FORCE

2. GRADE, LAST NAME, FIRST, MIDDLE INITIAL, AFSN, SSAN: 453-22-4741

MAJOR MCCORD, JAMES W. FV2099263

3. PAFSC 8054

4. PRESENT ADDRESS
7 Winder Court
Rockville, Maryland 20850

5. ON FLYING STATUS [ ] YES [X] NO

6. AERO RATING Acft Obsr

7. IS ORDERED TO ACTIVE DUTY FOR 13 DAYS PLUS REQUIRED TRAVEL TIME

8. PURPOSE (Type) [X] ANNUAL TOUR [ ] SCHOOL TOUR [ ] SPECIAL TOUR OF ACDUTRA [ ] SPECIAL TOUR OF AD

TITLE (Indicate specific school course or special tour title)

9. RESERVE ASSIGNMENT
Hq USAF (AFESS-FE)
Washington, DC

10. UNIT OF ATTACHMENT

11. INDIVIDUAL WILL REPORT TO
Registrar, Defense Intelligence School
U.S. Naval Station, Anacostia Annex (Bldg T-5)
Washington, DC 20390

HOUR	DAY	MONTH	YEAR
NET 1300 NLT 1600	*8	Jun	69
	20	Jun	69

12. INDIVIDUAL WILL BE RELEASED FROM ORGANIZATION ATTACHED/ASSIGNED FOR ACTIVE DUTY TRAINING ON

13. INDIVIDUAL [ ] IS [X] IS NOT AUTHORIZED TO PARTICIPATE IN FLYING ACTIVITIES DURING THE PERIOD OF ACTIVE DUTY COVERED BY THIS ORDER.

14. AUTHORITY - AFM 35-3

15. INDIVIDUAL WILL PROCEED FROM PRESENT ADDRESS IN SUFFICIENT TIME TO COMPLY WITH REPORTING TIME AND DATE.

16. MODES OF TRANSPORTATION [ ] AUTHORIZED [ ] DIRECTED

[ ] MILITARY AIRCRAFT — COMMERCIAL: [ ] AIRCRAFT [ ] RAIL [ ] BUS

17. TDY, TDN, PAY, ALLOWANCES, AND TRAVEL CHARGEABLE TO:
PAY & ALWS: 5793700 509 4261 P723.01 S594700

18. REMARKS TRAVEL & PER DIEM: 5793700 509 6262 P723.07 40861 40961 S668100
Training Category - D Pay Group - D Security Clearance - TOP SECRET
Member and dependents authorized Commissary Privileges IAW Para 1a, AFR 145-15.
IAW Para M4201-14, JTR, member will incur no additional subsistence expenses.
*Students reporting after 1600 hours, 8 Jun 69, should contact the school Duty Officer at OX 8-2455.

19. DATE 29 May 69

20. 4279/4069

21. APPROVING OFFICIAL (Typed Name and Grade)
E. E. THAYER, ASST DIRECTOR FOR ADMIN

22. SIGNATURE E. E. Thayer

23. DESIGNATION AND LOCATION OF HEADQUARTERS
DEPARTMENT OF THE AIR FORCE
HEADQUARTERS, HEADQUARTERS COMMAND USAF
BOLLING AIR FORCE BASE, DC 20332

24. RESERVE ORDER NO. A-961

25. DATE 29 May 69

26. FOR THE COMMANDER

27. DISTRIBUTION
10 - Individual
1 - Indiv Pers Rec
2 - Unit of Asgmt
2 - Unit of Atch
2 - ARPC, 3800 York St, Denver Colo. 80205
2 - Hq AFRES (CAFO) Dobbins AFB, Ga. 30060
2 - Hq AFRES ( ) Robins AFB, Ga. 31093
2 - Records Set

28. SIGNATURE ELEMENT OF ORDERS AUTHENTICATING OFFICIAL
A. L. Newsom
A. L. NEWSOM, Colonel, USAF
Director, Reserve Personnel

AF FORM 938

SECRET

9 OCT 1968

MEMORANDUM FOR: Director of Security

SUBJECT : Notification of Approval of Quality Step Increase - James McCord

1. I am pleased to send to you the attached official notification of the approval of a second Quality Step Increase to be awarded to this employee. The previous award was effective 28 August 1966.

2. May I again ask that you arrange an appropriate ceremony for the presentation of this Quality Step Increase which is in recognition of his continuing excellent performance.

/s/

Robert S. Wattles
Director of Personnel

Distribution:
Orig & 1 - Addressee
1 - OPF - McCORD
1 - D/Pers Chrono
1 - C/PD

OP/DD/Pers/R&P/PD/JJCaldwell:sa (9 October 1968)

SECRET

14-00000

SECRET

4 October 1968

MEMORANDUM FOR: Director of Personnel

ATTENTION : Chief, Placement Division

SUBJECT : McCORD, James W., Jr. #058124
Quality Step Increase

The Deputy Director of Security for Physical, Technical, and Overseas Security has recommended, with the concurrence of the Director of Security, that Mr. James W. McCord, Jr. be granted a Quality Step Increase. The original recommendation from Mr. McCord's supervisor is attached for your consideration.

Edward K. O'Malley
Edward K. O'Malley
Secretary
Security Career Service Board

Attachment

John J. Caldwell 4 Oct 68
for Director of Personnel

SECRET

SECRET

4 OCT 1966

MEMORANDUM FOR: Chairman, OS Career Board

SUBJECT : Quality Step Increase for
Mr. James W. McCord, Jr.

1. Mr. McCord has served as Chief of the Technical Division since 23 July 1965. Through his leadership and fine management of the Division, he and his engineers have developed several new and valuable techniques in the audio countermeasures field. The cost of research and development in these techniques was at a minimum and saved the Government much time and money in increasing the state of the art in audio countermeasures.

2. Mr. McCord supervises his Division in a vigorous manner and instills enthusiasm and esprit de corps within his organization--a difficult task because of the extensive amount of world-wide travel demanded from his subordinates.

3. Through the efforts of Mr. McCord the establishment of an Interagency Training Center for audio countermeasures is proceeding in an orderly basis, and the first courses offered to technical personnel in the intelligence community will begin this fall. The Technical Division, PTOS, serves as the Executive Agent for the operation of such school for the Community.

4. In view of Mr. McCord's sustained high level of performance of duties and the outstanding achievement in the research and development of new hardware and techniques in the audio countermeasures field, it is recommended that Mr. McCord be awarded a Quality Step Increase.

James P. O'Connell
James P. O'Connell
Deputy Director of Security (PTOS)

SECRET

14-00000

ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE
—FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

TO COMPLETE THIS FORM—

1 FOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form.
- Fill in BOTH COPIES of the form. Type or use ink.
- Do not detach any part.

2 FILL IN THE IDENTIFYING INFORMATION BELOW (please print or type):

058124

NAME (last) (first) (middle)	DATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER
McCord James W Jr	1/26/24	453 [illegible] 4741

EMPLOYING DEPARTMENT OR AGENCY	LOCATION (City State ZIP Code)
[redacted]	[redacted]

3 MARK AN "X" IN ONE OF THE BOXES BELOW (do NOT mark more than one):

Mark here if you WANT BOTH optional and regular insurance → [X] (A)

ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE
I elect the $10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.

Mark here if you DO NOT WANT OPTIONAL but do want regular insurance → [ ] (B)

DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE
I decline the $10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least 1 year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.

Mark here if you WANT NEITHER regular nor optional insurance → [ ] (C)

WAIVER OF LIFE INSURANCE COVERAGE
I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least 1 year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the $10,000 additional optional insurance unless I have the regular insurance.

4 SIGN AND DATE. IF YOU MARKED BOX "A" OR "C", COMPLETE THE "STATISTICAL STUB," THEN RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.

SIGNATURE (do not print): James W. McCord Jr

DATE: 13 February 1968

FOR EMPLOYING OFFICE USE ONLY
(official receiving date stamp)

FEB 13 11 40 AM '68

See Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder

STANDARD FORM No. 176-T
JANUARY 1963
(For use only until April 14, 1968)
176-101

CONFIDENTIAL
(When Filled In)

M E M O R A N D U M O F U N D E R S T A N D I N G

I hereby acknowledge that I have read and understand the contents of Handbook 20- , Employee Conduct, dated 29 August 1961, and the information brochure for PCS returnees, dated August 1960 MAY 1964

James W McCord
Signature

10 July 64
Date

JAMES W MC CORD

CONFIDENTIAL
(When Filled In)

CONFIDENTIAL
(When filled in)

TRAINING REPORT

MANAGERIAL GRID SEMINAR (50 hours) DATES: 23-28 April 1967

Student : James W. McCord, Jr.

Office : OS

Year of Birth: 1924

Service Designation: SS

Grade : 15

No. of Students : 46

EOD Date : August 1951

COURSE OBJECTIVES AND METHOD

Course objectives are to aid participants to: learn the managerial theories contained in the Grid; understand their personal managerial styles in Grid terms; evaluate convictions about managerial values; develop team action skills; increase candidness of communication; strengthen the use of critique for problem-solving and learning; and acquire an appreciation of Organization Culture and Development.

The method of learning offers a challenge to all participants regardless of level or experience. A Grid Seminar is not "taught" in the usual sense. In Grid teams, participants solve complex management problems. Objective solutions are made available. Individual and team performance is repeatedly assessed. Various measuring instruments are used to evaluate effectiveness.

Critique sessions assist each participant to understand how he might change his own behavior to increase his problem-solving effectiveness. Thus managers are not told the best way to manage, but they learn by convincing themselves.

About twenty to thirty hours of study are completed as prework. Insights gained are deepened and personalized during the intensive 50-hour Seminar.

ACHIEVEMENT RECORD

This is a certificate of attendance only. No attempt was made to evaluate student achievement in this course.

FOR THE DIRECTOR OF TRAINING:

Chief Instructor — Date

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(When filled in)

SECRET
(When Filled In)

760869 APR 1967

VERIFIED RECORD OF OVERSEAS SERVICE

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 5 E 2506 Headquarters

EMPLOYEE SERIAL NO. 1-6	NAME OF EMPLOYEE — LAST (Print) / FIRST 7-24 / MIDDLE	OFFICE/COMPONENT 25-26
058124	MC CORD, James W. Jr.	RR / OS

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL MONTH	ARRIVAL DAY	ARRIVAL YEAR	DEPARTURE MONTH	DEPARTURE DAY	DEPARTURE YEAR	COUNTRY	UNIT
1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE MONTH	DEPARTURE DAY	DEPARTURE YEAR	RETURN MONTH	RETURN DAY	RETURN YEAR	AREA(S)	UNIT
2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
	✓	11	08	66	12	14	66	WE	811

SOURCE OF RECORD DOCUMENT

X	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
CS/446/47	8 Nov 66 - 14 Dec '66

REMARKS

PREPARED BY

1/13/67

FORM 1451a

SECRET

14-00000

7 MAR 1967

MEMORANDUM FOR: Deputy Director of Security for Physical, Technical & Overseas Security

ATTENTION : Chief, Technical Security Division

SUBJECT : Security Presentation - Support Course

1. The Office of Security presentation at the Warrenton Training Center on 2 March 1967 was extraordinarily well received. Colonel Winters, Commanding Officer, WTC, has informed me of a number of superlative comments by those in attendance.

2. I want to express my appreciation to Messrs. James McCord, Alan Petit, and Carroll Melkerson for their most effective presentation on audio countermeasures. It was a highlight of the program and contributed immeasurably to its success.

3. I'd like to express a special word of thanks to Mr. William Herron, for his splendid support in preparing visual aids for the program on extremely short notice. I am aware that Bill worked long hours over the preceding weekend and virtually all night on one occasion in order to ensure the success of this program, while fulfilling heavy commitments to get audio countermeasures teams into the field.

4. I can be justifiably proud of the success of the presentation, and attribute this success in large part to the extraordinary team effort by the Office of Security components involved. Please extend my personal commendation to Messrs. McCord, Petit, Melkerson, and Herron and advise them that a copy of this memorandum will be placed in their Official Personnel Files.

Howard J. Osborn
Director of Security

cc: Official Personnel Files

14-00000

TREASURY DEPARTMENT

UNITED STATES SECRET SERVICE

OFFICE OF THE DIRECTOR

WASHINGTON, D.C. 20226

67-70

ODS 67-0042

January 3, 1967

The Honorable
Richard Helms
Director, Central Intelligence
Agency
Washington, D. C.

Dear Dick:

I wish to express my appreciation for the valuable assistance provided by your agency during the recent tour of President Johnson to Southeast Asia. Your response to our request for technical assistance was most gratifying.

I would particularly like to commend to you Mr. Howard J. Osborn, Director, Office of Security, Mr. James McCord, Chief, Technical Security Division, and Mr. Arthur Sheridan, Regional Security Office, Far East, for their cooperation. Their dedication to duty and extensive knowledge and experience in technical support greatly contributed to the success of our mission.

Messrs. Robert Prouty and William Flannery of Mr. McCord's office and Mr. Phil Rush of Mr. Sheridan's office also contributed immeasurably to the success of the visit.

Please extend our sincere appreciation to your staff for a job well done.

Sincerely,

James J. Rowley

SECRET

9 JAN 1967

1st Endorsement

TO: Director of Security

It is always a pleasure to see commendations such as this in recognition of jobs well done.

I would like to add my congratulations and appreciation to you and all of the members of your staff for your fine efforts which contributed to the successful completion of the President's trip.

R. L. Bannerman
Deputy Director
for Support

SECRET

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(When Filled In)

Complete in duplicate. The data recorded on this form is essential in determining travel expenses allowable in connection with leave at government expense, overseas duty, return to residence upon separation, and for providing current residence and dependency information required in the event of an employee emergency. The original of this form will be filed in the employee's official personnel folder.

NAME OF EMPLOYEE (Last)	(First)	(Middle)	SOCIAL SECURITY NUMBER
McCord	James	W. Jr.	

1. RESIDENCE DATA

PLACE OF RESIDENCE WHEN INITIALLY EMPLOYED BY AGENCY	LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad)
6801 Floyd Ave Springfield Va.	
PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE	**HOME LEAVE RESIDENCE**
Same	[illegible]

2. MARITAL STATUS (Check one)

SINGLE	MARRIED	SEPARATED	DIVORCED	WIDOWED	ANNULLED
	✓				

IF MARRIED, PLACE OF MARRIAGE	DATE OF MARRIAGE
Lawrence Texas	30 May 1948
IF DIVORCED, PLACE OF DIVORCE DECREE	**DATE OF DECREE**
IF WIDOWED, PLACE SPOUSE DIED	**DATE SPOUSE DIED**

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

3. MEMBERS OF FAMILY

NAME OF SPOUSE	ADDRESS (No., Street, City, Zone, State)	TELEPHONE NO.	
Sarah Ruth McCord	Same as 1	451-5275	
NAMES OF CHILDREN	**ADDRESS**	**SEX**	**DATE OF BIRTH**
Michael Steven McCord	Same as 1.	M	[illegible] 51
Carol Anne McCord		F	[illegible] 53
Nancy Ellen McCord		F	28 Nov 55
NAME OF YOUR FATHER (Or male guardian)	**ADDRESS**	**TELEPHONE NO.**	
James W. McCord Sr.	Box 63 [illegible] Okla		
NAME OF YOUR MOTHER (Or female guardian)	**ADDRESS**	**TELEPHONE NO.**	
Marjorie L. McCord	Box 63 [illegible] Okla		

WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY.
Wife

4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY

NAME (Mr., Mrs., Miss) (Last-First-Middle)	RELATIONSHIP
Mrs. McCord, Sarah Ruth	Wife
HOME ADDRESS (No., Street, City, Zone, State)	**HOME TELEPHONE NUMBER**
Same as 1	451-5275
BUSINESS ADDRESS (No., Street, City, Zone, State) AND NAME OF EMPLOYER, IF APPLICABLE	**BUSINESS TELEPHONE & EXTENSION**
Same as 1.	—

	YES	NO
IS THE INDIVIDUAL NAMED ABOVE WITTING OF YOUR AGENCY AFFILIATION? (If "No" give name and address of organization he believes you work for.)	✓	
IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF IN THE EVENT YOU ARE INCAPABLE? (If "No" give name and address of person, if any, who can make such decisions in case of emergency.)	✓	
DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE? (If answer is "No" explain why in item 6.)		

The persons named in item 3 above may also be notified in case of emergency. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE IN ITEM 6 ON THE REVERSE SIDE OF THIS FORM.

CONTINUED ON REVERSE SIDE

CURRENT RESIDENCE AND DEPENDENCY REPORT

14-00000

CONFIDENTIAL
(When Filled In)

5. VOLUNTARY ENTRIES

Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.

INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.

Bank of [illegible] [illegible], [illegible] Va [illegible] [illegible] [illegible] [illegible]

ARE YOU A MEMBER OF THE NORTHWEST FEDERAL CREDIT UNION? [x] YES [ ] NO

IF YES, DO YOU HAVE A JOINT ACCOUNT? [x] YES [ ] NO

HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? [x] YES [ ] NO. (If "Yes" where is document located?)

[illegible]

HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS?
[x] YES [ ] NO. (If "Yes" give name(s) and address)

Mrs. [illegible] Berry [illegible] Texas

HAVE YOU EXECUTED A POWER OF ATTORNEY? [ ] YES [x] NO. (If "Yes", who possess the power of attorney?)

6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS

SIGNED AT	DATE	SIGNATURE
	[illegible]	[illegible signature]

CONFIDENTIAL

14-00000

21 September 19[illegible]

MEMORANDUM FOR: Chief, Technical Division

THROUGH : ADD/PTOS

SUBJECT : Commendation

1. It is with great ~~personal~~ gratification that I am [illegible] to pass along to you the attached letter from Mr. James J. [illegible], Director of the United States Secret Service, with its endorsement by the Deputy Director for Support and, indirectly, by the Chief, [illegible] commending you and members of your Division for the [illegible] technical support you have provided to the Secret Service over the past year.

2. Please accept my sincere appreciation for the [illegible] performance that you and your staff consistently turn in. It reflects the greatest credit on this Office and upon the Agency. I would appreciate it if you would convey my sentiments, as well as [illegible] Mr. [illegible], Mr. [illegible], and Mr. [illegible] to each of your people named in Mr. [illegible]'s letter. Once you have [illegible] this statement, I would appreciate it if you would return it to the Administrative and Training Staff so that the requisite [illegible] copies may be made to place in your Personnel Files.

[illegible] J. Osborn
Director of Security

McCord, James W. Jr.

TREASURY DEPARTMENT

UNITED STATES SECRET SERVICE

September 1[illegible], 19[illegible]

Director
Central Intelligence Agency
Washington, D.C.

Attn: Director, Office of Security/[illegible]

Dear Sir:

During the past year representatives of your Agency's Office of Security assisted the Secret Service in our technical security program. Mr. Howard J. O[illegible], Director, Office of Security, has generously furnished us the support of his Technical Security Division headed up by Mr. James W. McCord. In turn Mr. McCord has given freely of his time, equipment and manpower to assist the Secret Service in the technical security of the President.

The assistance furnished by Mr. McCord's Division consisted of two special training courses, the loan of electronic equipment, manpower assistance for searches during Presidential and Vice Presidential travel, [illegible] loan of engineering manpower for special [illegible], and above all a willingness to assist the Secret Service whenever possible.

Although all of Mr. McCord's Division should be recognized for their professional competence and [illegible] of the Secret Service, the following [illegible] intimately involved with our problems and merit individual recognition:

Mr. [illegible] Johnson
Mr. Robert [illegible]
Mr. [illegible]
[illegible]
Mr. [illegible]
Mr. [illegible]

CONFIDENTIAL

On behalf of the Secret Service I would like to express our deep appreciation for the excellent and dedicated assistance furnished by your Agency over the past year in the technical security area.

Very truly yours,

James J. Rowley
Director

CONFIDENTIAL

14-00000

SECRET

DD/S 66-5075

27 SEP 1966

MEMORANDUM FOR: Director of Security

SUBJECT : Commendation

1. The Director was pleased with the attached letter from Mr. Rowley in which he expressed deep appreciation for the excellent and dedicated assistance rendered to the U. S. Secret Service during the past year. The Director wishes to continue this cooperation and assistance.

2. I appreciate very much this kind of performance which reflects credit upon the Agency and I compliment you and your staff for another job well done.

R. L. Bannerman
Deputy Director
for Support

Att: Letter dtd 15 Sept 66 to DCI fr
Mr. Rowley, subj: Appreciation

14-00000

SECRET

30 AUG 1966

MEMORANDUM FOR: Director of Security

SUBJECT : Notification of Approval of Quality Step Increase - James McCord

1. I am pleased to send to you the attached official notification of the approval of the Quality Step Increase which you recommended for this employee.

2. As this award is designed to encourage excellence by recognizing and rewarding the employee, may I ask that you arrange to have this Quality Step Increase presented at an appropriate ceremony.

/s/ Rex E. Greaves

Emmett D. Echols
Director of Personnel

Distribution:
O & 1 - Addressee
1 - OPF - McCORD
1 - D/Pers-Chrono
1 - C/PD

OP/DD/R&P/PD/JJCaldwell:ksd (30 Aug 66)

SECRET

14-00000

SECRET

19 AUG 1966

MEMORANDUM FOR: Director of Personnel

ATTENTION : Chief, Placement Division

SUBJECT : McCORD, James W., Jr. #058124
Quality Step Increase

The Security Career Service Board has recommended, with the subsequent concurrence of the Director of Security, that Mr. James W. McCord, Jr. be granted a Quality Step Increase which would change his salary from GS-15, step 5, at $19,978 per annum to GS-15, step 6, at $20,585 per annum. The original recommendation from Mr. McCord's supervisor is attached for your consideration.

Ernest L. Hardt

Ernest L. Hardt
Secretary
Security Career Service Board

Attachment

APPROVED

John F. Caldwell 18 Aug 66
for Director of Personnel

SECRET

14-00000

SECRET

28 JUN 1968

MEMORANDUM FOR: Director of Security

SUBJECT : Quality Step Increase - James W. McCord, Jr.

1. Mr. James W. McCord, Jr. joined the Central Intelligence Agency, Office of Security, in August 1961.

2. He has served successfully in various capacities in the Office of Security as an Investigator, Deputy Chief, Security Research Staff, Regional Security Officer, Germany, and upon his return from overseas, he attended the Air War College, where his overall performance was rated as outstanding.

3. For the past year, Mr. McCord has been serving as Chief, Technical Division.

4. Through Mr. McCord's imaginative planning, guidance, and direction, the Technical Division has developed numerous improvements in both instrumentation and techniques which have greatly enhanced the Agency's capability to detect clandestine microphones and other devices targeted against the Agency both domestically and overseas. It is, therefore, recommended that he be granted a Quality Step Increase.

Ermal P. Geiss
Deputy Director of Security (PTOS)

SECRET

14-00000

SECRET
(When Filled In)

RECOMMENDATION FOR HONOR OR MERIT AWARD
(Submit in duplicate)

DATE: 8 JUL 1969

TO: Secretariat, Honor and Merit Awards Board

FROM: (Originating official) Director of Security

Section A — Personal Data

1. NAME OF PERSON RECOMMENDED (Last, First, Middle): McCORD, James W., Jr.
2. POSITION TITLE: Elec. Engr.-Audio Supt.
3. GRADE: 15
4. SD: SS
5. OFFICE OF ASSIGNMENT: OS/Technical Division
6. STATION: X HEADQUARTERS — FIELD (Specify location)
7. HOME ADDRESS (No., St., City, Zone, State): 6801 Floyd Ave., Springfield, Va.
8. OFFICE EXT. (Bldg.): 4192
9. CITIZENSHIP AND HOW ACQUIRED: U. S. - Birth
10. RECOMMENDED AWARD: Certificate of Merit
11. POSTHUMOUS: YES — NO X
12. NAME OF NEXT OF KIN: Sarah Ruth McCord
13. RELATIONSHIP: Wife
14. HOME ADDRESS (No., St., City, Zone, State): Same as 7
15. HOME PHONE: 451-5279

Section B — Recommendation for Award for Heroic Action or Acceptance of Hazard

16. WERE YOU AN EYEWITNESS TO THE ACT: YES — NO

Personnel in immediate vicinity or who assisted in act or shared in same hazard:

17. FULL NAME	18. ORGN. TITLE	19. GRADE	20. OFFICE OF ASSIGNMENT

List any of the above persons given an award or recommended for award for participating in act:

21. FULL NAME	22. TYPE OF AWARD

Conditions under which act was performed:

23. LOCATION
24. INCLUSIVE DATES
25. TIME OF DAY
26. PREVAILING GEOGRAPHIC CONDITIONS AND OBSTACLES ENCOUNTERED

Section C — Recommendation for Award for Achievement, Service, or Performance

27. DO YOU HAVE PERSONAL KNOWLEDGE OF THE SERVICE OR PERFORMANCE: X YES — NO
28. OFFICIAL ASSIGNMENT AT TIME OF SERVICE OR PERFORMANCE: Chief, Technical Security Division, OS
29. COMPONENT OR STATION (Designation and location): Headquarters
30. DUTIES AND RESPONSIBILITIES: Supervises the activities of the Technical Security Division, OS

Personnel who assisted or contributed substantially to the service or performance

31. FULL NAME	32. ORGN. TITLE	33. GRADE	34. OFFICE OF ASSIGNMENT
MARCY, William M.	Elec. Engr.	GS-10	OS/Technical Division
PETIT, Alan F.	Elec. Engr.	GS-13	OS/Technical Division

List any of the above persons given an award or recommended for award for participating in the performance

35. FULL NAME	36. TYPE OF AWARD
MARCY, William M. PETIT, Alan F.	Certificate of Merit with Distinction

37. INCLUSIVE DATES FOR WHICH RECOMMENDED
38. ASSIGNMENT COMPLETED: YES — NO
39. NOW IN SAME OR RELATED ASSIGNMENT: YES — NO

FORM 11-63 600 USE PREVIOUS EDITION.

SECRET

SECRET
(When Filled In)

Section D — Narrative Description

Award for Heroic Action or Acceptance of Hazard: Was act voluntary? Describe why act was outstanding, and if it was more than normally expected. Explain, why, and how. If an aerial or marine operation, describe type and position of craft, crew position of individual, and all unusual circumstances. Indicate results of the act.

Award for Achievement, Service, or Performance: State character of service during period for which recommended. (Give complete description of administrative, technical, or professional duties and responsibilities if not covered in Section C; include dates of assignment and relief.) What did the individual do that merits the award? Why was this outstanding when compared to others of like grade and experience in similar positions or circumstances? If appropriate, include production records and assistance rendered by other persons or units. What obstacles were encountered or overcome? Indicate results of achievement, service, or performance. Include reference to Fitness Reports, Letters of Commendation, or other documentation already on file which supports this recommendation.

40.

From early December 1965 through May 1966, Messrs. James W. McCord, Jr., Alan F. Petit, and William M. Marcy of the Technical Division, Office of Security, conceived and developed a unique technique for the use of a small portable X-ray machine which has been placed in extensive use in the Agency's Audio-Countermeasures Program. Experimentation during these months indicated that X-ray combined with a fluoroscopic screen had distinct advantages in terms of time and effort over the considerably more expensive X-ray film and processor. Along with this, they designed an innovation in the form of a fluoroscopic cloth which has the distinct advantage of flexibility over the fluorescent screens currently available on the commercial market.

The combination of the X-ray and the fluorescent cloth make it possible to rapidly scan in "real time" large wall surfaces and furnishings, a capability the Agency has not had before.

The Technical Division has greatly enhanced the world-wide use of this equipment in that they designed and developed a packaging plan whereby using two attache cases they are able to easily transport the X-ray fluoroscopic equipment, wall racks, and motor units making it possible to inconspicuously carry it into offices, residences, and safehouses.

These men have shown initiative, ingenuity and great imagination in the application of fluoroscopic scanning with X-ray.

This technique, much of which required many off-duty hours to develop, has greatly enhanced the Agency's capability to detect clandestine microphones and other devices targeted against the Agency both domestically and overseas.

☐ CONTINUED ON ATTACHED SHEET

41. ENCLOSURES (List individually) If originator is not an eyewitness or does not have personal knowledge of the act or performance, attach affidavits of eyewitness or individuals having personal knowledge of the facts.

1. PROPOSED CITATION
2.
3.

42. RECOMMENDATION INITIATED BY	43. TITLE AND SIGNATURE OF OFFICIAL MAKING RECOMMENDATION	44. DATE
ERMAL P. GEISS Ermal P. Geiss	Deputy Director of Security (PTOS)	22 JUN 1966

Section E — Recommendation Forwarded Through Officials Concerned For Their Information

	TITLE AND SIGNATURE	DATE
45. Head of SS Career Service (Career service of nominee)	Director of Security	
46. Deputy Director of Operating Component		
47. Deputy Director of Career Service	Deputy Director for Support	

SECRET

14-00000

S-E-C-R-E-T
(When filled in)

MEMORANDUM FOR: Chief, Transactions & Records Branch/OP

FROM: Chief, External Training Branch/RS/TR

SUBJECT: Completion of External Training 16 AUG 1965

This is to advise you that McCORD, James W., Jr. training request # R-12340 attended the following external training program:

COURSE: Air War College Program

INSTITUTION: Air War College

DATE: 7 August 1964-4 June 1965

GRADE: None

FOR THE DIRECTOR OF TRAINING:

[signature]

Attachments:

__ Grade Report
__ Certificate of Satisfactory/Successful Completion
__ Certificate of Completion
__ Roster of Participants
X Training Report by Institution
__ Training Report by Student
__ None
__ Other: ____________

GROUP 1
excluded from automatic
downgrading and
declassification

S-E-C-R-E-T
(When filled in)

14-00000

AIR WAR COLLEGE
Air University
United States Air Force
Maxwell Air Force Base, Alabama 36112

REPLY TO ATTN OF: AWCA

8 June 1965

SUBJECT: Training Reports

TO: Director of Personnel
Central Intelligence Agency
Washington, D. C.

Attached are Training Reports (AF Form 475) for Central Intelligence Agency representatives in the Air War College Class of 1965. These reports are forwarded for your information and appropriate distribution.

FOR THE COMMANDANT

J. K. BROCK
Lt Colonel, USAF
Director of Administration

2 Atchs
1. TR, Mr. Copeland
2. TR, Mr. McCord

Strength Through Knowledge

I. IDENTIFICATION DATA (Read AFM 36-10 carefully before filling out any item)

1. LAST NAME — FIRST NAME — MIDDLE INITIAL	2. AFSN	3. ACTIVE DUTY GRADE	4. PERMANENT GRADE
McCORD, James W., Jr.	Civilian, Central Intelligence Agency		

5. ORGANIZATION, COMMAND AND LOCATION	6. AERO RATING / CODE	8. PERIOD OF REPORT
Air University Maxwell AF Base, Alabama		FROM: 7 Aug 64 TO: 4 Jun 65
	7. ACADEMIC PERIOD: 44 weeks	9. REASON FOR REPORT: [X] FINAL [ ] ANNUAL [ ] DIRECTED

10. NAME AND LOCATION OF SCHOOL OR INSTITUTION
Air War College, Maxwell AF Base, Alabama

11. NAME OR TITLE OF COURSE	12. LENGTH OF COURSE
Air War College Resident Course	44 weeks

II. REPORT DATA (Complete as applicable)

1. COURSE HOURS COMPLETED	2. COURSE HOURS FAILED	3. AFSC AWARDED	4. AERO RATING AWARDED	5. DEGREE AWARDED
1576	None	N/A	N/A	N/A

6. COURSE SUCCESSFULLY COMPLETED (Final report only)
[X] YES [ ] NO (If "No," explain) Officer earned off-duty college credits at AU Geo. Wash. Univ. Center towards [illegible] - MA degree.

6 B DISTINGUISHED GRAD (If Applicable)

7. TITLE OF THESIS: The Sino-Soviet Struggle for Power in Africa, and its Implications for the U.S.

8. ACADEMIC FIELD: N/A

III. COMMENTS — PROFESSIONAL EDUCATION OVERPRINT

	NOT OBSERVED	UNSATISFACTORY	SATISFACTORY	EXCELLENT	OUTSTANDING
1. WRITING ABILITY	[ ]	[ ]	[ ]	[ ]	[X]
2. SPEAKING ABILITY	[ ]	[ ]	[ ]	[X]	[ ]
3. INDEPENDENT PROBLEM SOLVING ABILITY (Thesis, Staff Study, etc)	[ ]	[ ]	[ ]	[ ]	[X]
4. GROUP PROBLEM SOLVING AND DISCUSSION	[ ]	[ ]	[ ]	[X]	[ ]

5. ATTN: REVIEW AUTHORITIES: THIS EVALUATION COMPARES THE INDIVIDUAL REPORTED UPON WITH 278 OTHER EXCEPTIONAL OFFICERS AND CIVILIANS CAREFULLY SELECTED FOR ATTENDANCE AT THE AIR WAR COLLEGE. Mr. McCord was an outstanding member of this AWC class. As a member of the Student entertainment Committee, he early initiated the School into a get-together; ahead of time, he attended to the many details so thoroughly that the social activities were most delightful. Mr. McCord has a most friendly and direct manner of speaking with people. He seemed well-oriented toward the group endeavors. He considerately expressed his deferences toward the students of his seminars, through nice amenities appropriately made as the occasion permitted. In the seminar discussions, his participation was timely and positive, constructive and appropriately introduced so as to further the progress of the group endeavor. He was especially well-informed on the Sino-Soviet struggle for power in Africa. This student's outstanding over-all performance surpassed the high standards expected of the carefully selected members of the AWC.

IV. REPORTING OFFICIAL

TYPED NAME, GRADE, AFSN AND ORGANIZATION	DUTY TITLE	SIGNATURE / DATE
ARNO H. LUEHMAN, Maj Gen, USAF, 1080A, Air War College	Commandant	(signature) Arno H. Luehman DATE: 11 June 1965

AF FORM 475 — PREVIOUS EDITION OF THIS FORM ARE OBSOLETE — TRAINING REPORT

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO:
Office of Personnel, Statistical Reporting Branch, ROOM 5 E 2506 Headquarters

EMPLOYEE SERIAL NO. (1-6)	NAME OF EMPLOYEE — LAST (Print), FIRST, MIDDLE (7-24)	OFFICE/COMPONENT (25-26)
58124	McCORD, JAMES W. JR.	16

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION *(One only)*. REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE (27)	ARRIVAL MONTH (28-29)	ARRIVAL DAY (30-31)	ARRIVAL YEAR (32-33)	DEPARTURE MONTH (34-35)	DEPARTURE DAY (36-37)	DEPARTURE YEAR (38-39)	COUNTRY	OMIT (40-42)
1 - PCS *(Basic)* 3 - CORRECTION 5 - CANCELLATION	1				06	12	64	GERMANY	270

TDY DATES OF SERVICE

TYPE OF DATA	CODE (27)	DEPARTURE MONTH (28-29)	DEPARTURE DAY (30-31)	DEPARTURE YEAR (32-33)	RETURN MONTH (34-35)	RETURN DAY (36-37)	RETURN YEAR (38-39)	AREA(S)	OMIT (40-42)
2 - TDY *(Basic)* 4 - CORRECTION 6 - CANCELLATION									

SOURCE OF RECORD DOCUMENT

	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
X	OTHER *(Specify)* Returnee Payroll Info		

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE PERIOD
FORM 1460	7-10-64

REMARKS

PREPARED BY [initials]	✓ REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT BASED UPON SOURCE DOCUMENT CITED
FISCAL DIVISION / ✓ FINANCE DIVISION	DATE [illegible]	SIGNATURE [signature]

FORM 8-62 1451a USE PREVIOUS EDITIONS

SECRET

14-00000

CONTINUED SERVICE AGREEMENT FOR EMPLOYEES ASSIGNED TO TRAINING THROUGH NON-CIA FACILITIES

1. In consideration of my being assigned by the Central Intelligence Agency to training in Air War College (Course) at Montgomery, Alabama (Name of Facility) beginning August 1964 and ending June 1965, I agree to the following terms and conditions:

a. That, after having completed the training under the program described above, I will continue serving the Central Intelligence Agency (hereinafter the Agency) for a period of not less than 36 months, which period shall be deemed to commence the first workday after completion of the training covered by this agreement, unless I am involuntarily separated from the Agency;

b. That, if I voluntarily leave the Agency before completion of the agreed period of service and do not immediately, as determined by the Agency, enter the service of another Federal agency, I will reimburse the Agency for any additional expenses incurred by it in connection with my training, which expenses are defined to include (1) travel and per diem in lieu of subsistence, (2) transportation of immediate family, household goods and personal effects, packing, crating, temporary storage, drayage, and unpacking, (3) tuition and matriculation fees, (4) library and laboratory services, (5) purchase or rental of books, materials and supplies, (6) the cost of other services or facilities directly related to the training, but excluding salary, pay, or compensation received.

c. That, before voluntarily leaving the Agency to enter the service of another Federal agency during the agreed period of service, I will give the Agency at least ten working days' written notice, during which period it shall have the opportunity to determine whether I am to reimburse it for any additional expenses incurred; that should I fail to give such ten-day notice, or if the Agency notifies me that reimbursement is required, I will, upon demand, promptly reimburse the Agency for the additional expenses determined to be due.

d. That if I do not make prompt voluntary payment for the amount of additional expenses determined to be due under paragraphs b or c of

(McCord)

14-00000

this agreement, the Agency may recover such amounts from me or my estate by (1) set-off of accrued salary, pay, compensation, amount of retirement credit, or other amount due me from the Government, and by (2) such other methods as may be provided by law for the recovery of amounts due the Government.

e. That the assignment to training under this agreement does not commit the Government to continue my employment and, further, that I may be released in whole or in part from the terms of this agreement only by action of the Director of Central Intelligence.

(Signature)

James W. McCord

(Type Name)

13 July 1964

(Date)

WITNESS:

(Signature)

(Type Name)

13 July 1964

(Date)

HEADQUARTERS
UNITED STATES ARMY, EUROPE
Office of the Provost Marshal
APO [illegible], US Forces

9 MAY 1954

Dear Jim:

My tour of duty in Headquarters, United States Army, Europe will terminate in late May when I leave Europe to undertake new duties in Washington, D. C. My association with you and your staff has been a richly rewarding experience, both personally and professionally. The manner in which you have unobtrusively, yet effectively, served as the catalyst which welded together the activities of the many staff and operational agencies which share an interest in our national security, has been a source of continuing inspiration to me. Your efforts have enjoyed my unqualified personal support and have merited the admiration of those members of my staff who have been privileged to associate with you.

You have dramatically demonstrated a capacity for bringing together key personnel of agencies who seek, in the accomplishment of their individual missions, the realization of a common goal, in a manner calculated to preserve the individual integrity of each agency while exploiting those benefits of cohesiveness so essential to maximum effectiveness. Mindful that the application of a prescribed technique without adding the complementing ingredient of your confidence inspiring and persuasive personality would not have achieved the same measure of success, I unhesitatingly ascribe our abundant joint accomplishments to your generous personal contribution.

14-00000

My future relationships with your associates will always reflect my admiration for the manner in which you have contributed to the attainment of our national aims and the manner in which your personal efforts have precipitated a more significant contribution from the other agencies with which yours has been associated.

Sincerely,

CARL C. TURNER
Brig Gen USA
Provost Marshal

14-00000

DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE
Office of Special Investigations
Office of the Deputy Director (USAFE)
APO 332, US Forces

REPLY TO
ATTN OF: AFISI-D

10 JUN 1964

SUBJECT:

TO: Mr. Gordon M. Stewart
Coordinator and Special Advisor
OCA, AMCONGEN
APO 757, US Forces

Dear Mr. Stewart

On the departure of Mr. James W. McCord I wanted you to know of OSI's appreciation for his constant support and cooperation during his tour. He has given us valuable assistance in the performance of our mission.

We appreciate also Mr. McCord's constant efforts to create unity of purpose and action among the many security and counterintelligence agencies in the area. Through his efforts new liaison avenues were opened to OSI which, on several occasions, facilitated the completion of our tasks. His efforts in contingency planning also were noteworthy.

OSI in USAFE will miss Mr. McCord. Please extend our good wishes to him and Mrs. McCord for continued success in their endeavors.

Sincerely

L. L. FREE
Colonel, USAF
Deputy Director (USAFE)

14-00000

HEADQUARTERS
513TH INTELLIGENCE CORPS GROUP
Office of the Commanding Officer
APO 757 US Forces

AEUMC-SD 5 June 1964

SUBJECT: Letter of Appreciation

TO: Mr. James W. McCord
United States Army Area Security Component
APO 757, US Forces

1. Upon your impending departure from overseas assignment, I wish to take this opportunity to express sincere appreciation on behalf of the 513th Intelligence Corps Group for your splendid cooperation with this organization.

2. The conference held by security officers in this area on a monthly basis, which was established largely due to your efforts, has provided an excellent opportunity for closer coordination, exchange of information, and integrated operations; and has resulted in benefits to the overall security missions of the United States agencies in this area.

3. Your professional competence, coupled with your cheerful approach to problem areas, has benefited all of those who have had the opportunity to work with you. I feel certain you will render distinguished service in your new assignment, and I wish you every success for the future.

Paul R. Lutjens
PAUL R. LUTJENS
Colonel, AIS
Commanding

HEADQUARTERS
UNITED STATES ARMY SECURITY AGENCY EUROPE
OFFICE OF THE CHIEF
APO 757

IAEINT-I

8 June 1964

SUBJECT: Letter of Appreciation

TO: Mr. James W. McCord, Jr.
Chief, Security
USAASC
APO 757, US Forces

1. The news of your departure to a new station in the USA has been received with regret; your contributions in the intelligence community will be missed. At the same time it is gratifying to learn that you have been selected for such an important assignment of which you are most deserving.

2. I wish to express my appreciation for your efforts in organizing the Frankfurt Security Officers' Conference. I am aware that through your initiative and tenacity this organization expanded in size until all security and intelligence units in the Frankfurt area were represented, thus cementing their combined efforts into one sphere of cooperation. This, I am sure, has contributed immeasurably to the overall security mission of this community.

3. I also wish to specifically thank you for the security lecture you presented to members of my command in England. There have been many favorable comments received from personnel hearing that presentation, to the effect that the lecture indicated a very broad range of knowledge on your part and that it was presented in a truly professional manner.

4. The fine cooperation you have extended to personnel in my S2 Division has been of the greatest assistance to my command and all have voiced their appreciation and satisfaction concerning their association with you. I wish you the best of luck and success in your new endeavor.

JAMES H. KELLER
Colonel, AIS
Chief

FOR OFFICIAL USE ONLY

14-00000

rec'd 21 Nov 63
[illegible] 771, 30 Oct 63

SECRET

FIELD REASSIGNMENT QUESTIONNAIRE

DO NOT COMPLETE — FOR HEADQUARTERS USE ONLY

AUTHENTICATION OF SIGNATURES AND VERIFICATION OF ITEMS 1 THROUGH 7, BELOW

NAME OF EMPLOYEE (true)	DATE (from item 9-1)	NAME OF SUPERVISOR (true)	DATE (from item 9-2)
James W. McCord, Jr. /s/	23 Oct 63	Daniel M. Kelly /s/	23 Oct 63
NAME AND SIGNATURE OF OFFICIAL AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE SIGNATURES AND VERIFY DATA IN ITEMS NOS. 1 THROUGH 7, BELOW:		George G. Ruder	DATE 21 Nov 63

TO BE COMPLETED BY EMPLOYEE — Arr o/a 5 June 62

1. DATE OF BIRTH	2. GRADE	3. CURRENT POSITION TITLE	
26 January 1924	GS-15	Chief, Security Branch/CSB	
4. SERVICE DESIGNATION (if known)	5. CURRENT STATION OR FIELD BASE		7A. EXPECTED DATE OF DEPARTURE FROM FIELD
Security Officer	German Station, CSB		9 June 1964
6. OTHER DUTY STATIONS OR FIELD BASES DURING CURRENT TOUR			7B. EXPECTED DATE OF ARRIVAL AT HEADQUARTERS PCS
-----			20 July 1964

8. WRITE A DESCRIPTION OF YOUR MAJOR DUTIES DURING THE CURRENT TOUR OF DUTY (see special note on transmittal form):

1. Security policy advisor to COS and its Senior Station and Base Officers.
2. Supervises nine professional and four clerical employees of the Security Branch.
3. Directs conduct of LCFLUTTER, SGLATERAL, Physical Security Duties and Investigations performed by the Security Branch.
4. Reviews security of German Station and recommends ways and means for strengthening and improving.
5. Furnishes technical security support and guidance to other Bases in EE and outside of EE on request.
6. Reviews investigative reports of the Security Branch and performs such other duties as directed by COS, Chief, EE and Bases.

9. PREFERENCE FOR NEXT ASSIGNMENT.

A. WRITE A BRIEF DESCRIPTION OF THE TYPE OF WORK YOU WOULD PREFER FOR YOUR NEXT ASSIGNMENT IF IT DIFFERS FROM THAT INDICATED IN ITEM NO. 8, ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICES.

Same as #8, above.

B. INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE IN ORDER TO INCREASE YOUR VALUE TO THE ORGANIZATION (refer to catalog of courses, if available):

Would like National War College training

SECRET

9. PREFERENCE FOR NEXT ASSIGNMENT (Continued)

C. INDICATE YOUR PREFERENCE FOR NEXT ASSIGNMENT BY INSERTING NUMBERS 1, 2 AND 3 (for 1st, 2nd and 3rd choice) IN THE BOXES BELOW:

1 [ ] RETURN TO MY CURRENT STATION

2 [ ] BE ASSIGNED TO HEADQUARTERS FOR A TOUR OF DUTY. WITH RESPECT TO POSSIBLE ASSIGNMENT IN HEADQUARTERS, INDICATE CHOICE OF COMPONENT.
1ST. CHOICE OS/IOS 2ND. CHOICE OS/PPS 3RD. CHOICE OS/Staff

3 [ ] BE ASSIGNED TO ANOTHER FIELD STATION. WITH RESPECT TO POSSIBLE REASSIGNMENT TO ANOTHER FIELD STATION, INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIFIC STATION, BASED ON QUALIFICATIONS:
1ST. CHOICE San Francisco 2ND. CHOICE Los Angeles 3RD. CHOICE Miami

10. HOW MUCH LEAVE DO YOU DESIRE BETWEEN ASSIGNMENTS?
30 days INDICATE NUMBER OF WORK DAYS 20

11. INDICATE THE NUMBER AND AGE OF DEPENDENTS WHO WILL BE TRAVELLING OR MOVING WITH YOU:

four; ages, 36, 11, 9, and 7

12. SIGNATURE: COMPLETE ITEM NO. 5-1, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM.

TO BE COMPLETED BY SUPERVISOR AT FIELD STATION

13. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE STATION, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:

Subject has rendered outstanding performance while assigned to the German Station. His preference to return for an additional two years after home leave is accepted with great pleasure.

Full consideration should also be given in the future for his request to attend the National War College.

14. SIGNATURE: COMPLETE ITEM NO. 5-2, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF THIS PORTION OF THE FORM.

TO BE COMPLETED BY APPROPRIATE PERSONNEL OFFICER AT HEADQUARTERS

15. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE COMPONENT TO WHICH HE IS CURRENTLY ASSIGNED, INDICATE YOUR RECOMMENDATIONS FOR HIS NEXT ASSIGNMENT AND TRAINING

Events have overtaken this FPQ and Subject will be returning in the summer of 1964 to attend the Air War College.

16. NAME OF PERSONNEL OFFICER: George S. Rader
SIGNATURE: [signature]
DATE: 10 December 1963

[illegible]

17. EMPLOYEE [X] HAS [ ] HAS NOT BEEN NOTIFIED OF PLANNED REASSIGNMENT
[illegible] X

18. TYPED OR PRINTED NAME: ERNEST HALDT
22. SIGNATURE: Ernest Haldt

[illegible]: OS/Pers
DATE: 20 Jan 64

[illegible] COMMENTS: Mr. McCord selected for Air War College and subsequently decided to return for this purpose.

SECRET

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 192 Curie Hall

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE LAST	FIRST	MIDDLE	OFFICE/COMPONENT
1-6	(Print)	7-24		25-26
58124	MCCORD	JAMES	W.	34

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION *(One only)*. REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL MONTH	DAY	YEAR	DEPARTURE MONTH	DAY	YEAR	COUNTRY	OMIT
1 - PCS *(Basic)* 3 - CORRECTION 5 - CANCELLATION	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
	1	06	09	62				GERMANY	270

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE MONTH	DAY	YEAR	RETURN MONTH	DAY	YEAR	AREA(S)	OMIT
2 - TDY *(Basic)* 4 - CORRECTION 6 - CANCELLATION	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42

SOURCE OF RECORD DOCUMENT

	TRAVEL VOUCHER		DISPATCH
	CABLE	X	DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER *(Specify)*		

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
	5/13 - 6/9/62

REMARKS

PREPARED BY	X REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT, BASED UPON SELECT DOCUMENT CITED
	DATE 8/14/62	SIGNATURE: [signature]

FORM 1951a

SECRET

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE 253130 MAY 31 62

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 192 Curie Hall

EMPLOYEE SERIAL NO. 1-6	NAME OF EMPLOYEE LAST (Print) / FIRST / MIDDLE 7-24	OFFICE/COMPONENT 25-26
052124	Mc CORD JAMES W. JR.	54

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL MONTH	ARRIVAL DAY	ARRIVAL YEAR	DEPARTURE MONTH	DEPARTURE DAY	DEPARTURE YEAR	COUNTRY	OMIT
1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE MONTH	DEPARTURE DAY	DEPARTURE YEAR	RETURN MONTH	RETURN DAY	RETURN YEAR	AREA(S)	OMIT
2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
	2	04	01	62	04	14	62	E/E	801

SOURCE OF RECORD DOCUMENT

✓	TRAVEL VOUCHER	DISPATCH
	CABLE	DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.: 05-655-62

DOCUMENT DATE/PERIOD: 4/1-14/62

REMARKS

Bc
5-10-62

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
FISCAL DIVISION	DATE 29 May 62	SIGNATURE [illegible]
FINANCE DIVISION		

FORM 1451a OBSOLETE PREVIOUS EDITIONS.

SECRET

1 Open. ES

14-00000

CERTIFICATE

This is to certify that

James W. McCord

has attended and successfully completed the

SECURITY OFFICE
SPECIAL TRAINING COURSE

Security Officer Field Course #12

during the period 14 May *to* 25 May 1962

FOR THE DIRECTOR OF SECURITY, CIA

WASHINGTON, D.C.

CERTIFICATE

This is to certify that

James W. McCord

has attended and successfully completed the

SECURITY OFFICE

SPECIAL TRAINING COURSE

Physical Security Training Course #8

during the period 23 April *to* 11 May 1962

William A. Kotapish

FOR THE DIRECTOR OF SECURITY, CIA

WASHINGTON, D.C.

CONFIDENTIAL
(When Filled In)

TRAVEL AGREEMENT BY STAFF EMPLOYEES ASSIGNED TO PERMANENT DUTY STATION OUTSIDE CONTINENTAL UNITED STATES

1. In accordance with the policy of the Central Intelligence Agency, I agree to serve outside the continental United States a minimum tour of Two Years from the date of my arrival at my permanent post of duty, unless said tour is sooner terminated by the Government for its convenience, or it is terminated by the Agency for circumstances that are considered by it to be beyond my control.

2. It is understood and agreed that if I terminate for reasons within my control in less than 12 months from the date of arrival at said post, I shall reimburse CIA for all travel expenses, including storage and per diem, incurred in the transporting of myself, my dependents, my household and personal effects and my automobile to my permanent post of duty, and shall pay all return travel and transportation expenses to the United States.

3. It is further understood and agreed that if I terminate for reasons within my control subsequent to the twelfth month but prior to the completion of my tour of duty, I shall pay all return expenses for the travel and transportation of myself, my dependents, my household and personal effects and my automobile to the United States.

WITNESS:

James Walter McCord Jr

James Walter McCord, Jr.
(Employee)

Netta S. Waller

Office of Personnel

Date: May 8 '62

S-E-C-R-E-T

TRAINING REPORT

Operations Support No. 50
120 hours, full-time, Phase I 2 - 20 April 62 8 Students
80 hours, full-time, Phase II 23 April - 4 May 62 10 Students

Student : McCORD, James W., Jr. Year of Birth: 1924

EOD Date: August 1951 Grade: GS-15 Office : OS

COURSE OBJECTIVES - CONTENT AND METHODS

The Operations Support Course emphasizes the role of support personnel in clandestine activities and their responsibility in originating material of a support nature at headquarters and in the field. The Course objectives are to provide the student with (1) an appreciation of the interrelationship between operating functions and support functions; (2) an understanding of some of the basic principles and techniques of Agency operations; (3) a knowledge of procedures, regulations and problems pertinent to the necessary support of operational activities.

a. Phase I covers instruction on organization, functions and responsibilities of the Clandestine Services; basic principles of clandestine activity accompanied by practical exercises; project and agent management; familiarization with defensive and offensive audio surveillance.

About fifty per cent of Phase I consists of lectures, briefings, and discussions; about thirty-five per cent is devoted to field exercises, practical written assignments, practice problems, and observing films as training aids in basic tradecraft. The remainder of the time is devoted to studying and testing.

b. Phase II includes name checks, records procedures, foreign travel, finance and property accounting, dispatch, pouch, cable and message-writing procedures. For this phase, problems have been developed to represent situations as they normally occur at a Class B Station.

About thirty-five per cent of Phase II is composed of lectures, briefings, and discussions; about fifty per cent is devoted to practice problems and practical written assignments. The remainder of the time is devoted to studying and testing.

ACHIEVEMENT RECORD

The adjectival ratings on this student for each major area of this course are the result of an evaluation of his work on his individual projects, on the other exercises, and on the final examination. Comparative judgment takes into account students in preceding classes as well as the present one. The numbers show how many students received each rating. An asterisk (*) shows the rating this student received. The rating the student receives represents the student's performance in the course with no allowance made for difference in age, education, experience and so forth.

S-E-C-R-E-T

S-E-C-R-E-T

NAME McCord, James W., Jr.

MAJOR CATEGORIES

PHASE I	UNSAT	SAT	EXCELLENT
1. Tradecraft - Recognition of elementary principles.	0	2	6
2. Casing - Written observation of an assigned site.	0	2	6
3. Personal Meeting Plan - Written paper emphasizing techniques of effecting clandestine meeting.	0	5	3
4. Personal Meeting - Carrying out student's plan.	0	4	4
5. Contact Report - Written report of clandestine personal meeting.	0	2	6
6. Operational Support Procedures - General knowledge of Clandestine Services Organization and Functions; Agent and Project Management.	0	2	6
PHASE II			
1. Originating Headquarters and Field Dispatches. Indexing Requirements. Field Pouch Manifest.	0	2	8
2. Preparation of Headquarters and Field Cables. Writing and Indexing Messages. Use of Message Writing Techniques.	0	7	3
3. Type II Property Accounting - Fundamentals and Execution of Records.	0	1	9
4. Foreign Travel - Currency Conversion and Completion of Travel Voucher.	0	4	6
5. Familiarization with Class B Accounting and Preparation of Records.	0	0	10
6. Clandestine Services Headquarters and Field Support Procedures.	1	4	5

COMMENTS

Student cancelled per Registrar/Training, 29 March 1962.

FOR THE DIRECTOR OF TRAINING: Evelyn L. B[illegible] 18 May 1962

Chief Instructor Date

S-E-C-R-E-T

TJK

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(When Filled In)

Complete in duplicate. The data recorded on this form is essential in determining travel expenses allowable in connection with leave at government expense, overseas duty, return to residence upon separation, and for providing current residence and dependency information required in the event of an employee emergency. The original of this form will be filed in the employee's official personnel folder.

NAME OF EMPLOYEE (Last)	(First)	(Middle)	SOCIAL SECURITY NUMBER
McCord	James	W Jr	453-22-4741

1. RESIDENCE DATA

PLACE OF RESIDENCE WHEN INITIALLY APPOINTED	LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad)
	S
PLACE IN CONTINENTAL U.S. CONSIDERED PERMANENT RESIDENCE: 5701 Floyd Ave Springfield Va	HOME LEAVE RESIDENCE: Same

2. MARITAL STATUS (Check one)

SINGLE	MARRIED	SEPARATED	DIVORCED	WIDOWED	ANNULLED
	✓				

IF MARRIED, PLACE OF MARRIAGE	DATE OF MARRIAGE
Lamesa Texas	30 M.
IF DIVORCED, PLACE OF DIVORCE DECREE	DATE OF DECREE
IF WIDOWED, PLACE SPOUSE DIED	DATE SPOUSE DIED

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

3. MEMBERS OF FAMILY

NAME OF SPOUSE	ADDRESS (No., Street, City, Zone, State)		TELEPHONE NO.
Sarah Ruth McCord	5701 Floyd Ave, Springfield Va		FL 4 7695
NAMES OF CHILDREN	ADDRESS	SEX	DATE OF BIRTH
Michael Steven McCord	Same	M	4/15/54
Nancy Ellen McCord	Same	F	3/25/50
Carol Anne McCord	Same	F	11/7/52
NAME OF FATHER (Or male guardian)	ADDRESS		TELEPHONE NO.
James W McCord Sr	Box 63 Thackerville Okla		—
NAME OF MOTHER (Or female guardian)	ADDRESS		TELEPHONE NO.
Marjorie L. McCord	" " "		—

WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY.
Parents + Luther Berry 3508 35th St Lubbock Texas (Father in law)

4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY

NAME (Mr., Mrs., Miss) (Last-First-Middle)	RELATIONSHIP
Luther Berry	Father in law
HOME ADDRESS (No., Street, City, Zone, State)	HOME TELEPHONE NUMBER
3508 35th St Lubbock Texas	Swift 9-3440
BUSINESS ADDRESS (No., Street, City, Zone, State) AND NAME OF EMPLOYER, IF APPLICABLE	BUSINESS TELEPHONE & EXTENSION
Same	Same

	YES	NO
IS THE INDIVIDUAL NAMED ABOVE WITTING OF YOUR AGENCY AFFILIATION? (If "No" give name and address of organization he believes you work for.) Yes	✓	
IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF? (If "No" give name and address of person, if any, who can make such decisions in case of emergency.) Yes	✓	
DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE? (If answer is "No" explain why in item 6.)	✓	

The persons named in item 3 above may also be notified in case of emergency. If such notification is not desirable because of health or other reasons, please so state in item 6 on the reverse side of this form.

CONTINUED ON REVERSE SIDE

CURRENT RESIDENCE AND DEPENDENCY REPORT

FORM 4-60 61 USE PREVIOUS EDITIONS.

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(When Filled In)

5. VOLUNTARY ENTRIES

Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.

INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.

1st National Bank of Vienna Virginia – James W Jr and Sarah Ruth McCord

Nat Federal Credit Union

HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? [✓] YES [ ] NO. (If "Yes" where is document located?)

With Wife

HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS? [✓] YES [ ] NO. (If "Yes" give name(s) and address)

Dorothy Berry, sister in law, 2219-D [illegible] Houston Texas

HAVE YOU EXECUTED A POWER OF ATTORNEY? [✓] YES [ ] NO. (If "Yes", who possess the power of attorney?)

1st National Bank, Vienna Virginia

6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS

SIGNED AT	DATE	SIGNATURE
Washington DC	May 8 62	James W McCord Jr

CONFIDENTIAL

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE 239754 MAR 1362

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 192 Curie Hall

EMPLOYEE SERIAL NO. 1-5	NAME OF EMPLOYEE: LAST (Print)	FIRST 6-23	MIDDLE	OFFICE/COMPONENT 24-25
058124	McCORD	JAMES	W. Jr	24

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL MONTH	ARRIVAL DAY	ARRIVAL YEAR	DEPARTURE MONTH	DEPARTURE DAY	DEPARTURE YEAR	COUNTRY	OMIT
1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	26	27-28	29-30	31-32	33-34	35-36	37-38		39-41

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE MONTH	DEPARTURE DAY	DEPARTURE YEAR	RETURN MONTH	RETURN DAY	RETURN YEAR	AREA(S)	OMIT
2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	26	27-28	29-30	31-32	33-34	35-36	37-38		39-41
	2	10	06	61	10	16	61	EE	801

SOURCE OF RECORD DOCUMENT

✓	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
05-5446-62	10/4-10/61

REMARKS

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT BASED UPON SOURCE DOCUMENT CITED
FISCAL DIVISION	DATE	SIGNATURE
FINANCE DIVISION	[illegible]	[illegible signature]

S-E-C-R-E-T
(When Completed)

TRAINING REPORT

Americans Abroad Orientation - Free Europe (Germany)
28 hours 19, 20, 26 & 27 February 1962 Office :

Student : MCCORD, Sarah Ruth (Dependent- James W., Jr.) Service Designation:

Year of Birth: No. of Students :

Grade : EOD Date :

COURSE OBJECTIVE - CONTENT AND METHOD

This course helps prepare personnel and their adult dependents for residence or travel in the general area and country of destination. Included are a briefing on "The Americans Abroad Problem," its implications for the individual employee or dependent and the Agency, practical advice for successful personal adjustment to everyday problems of working and living in the area of assignment, useful information on the area, and guide lines for understanding its major problems. Advice includes cues for effective inter-personal relations in the particular country or region. Area information includes an analysis of the importance of the region to the United States and descriptions of the people, their institutions, and current living conditions. The course offers lectures, panel discussions, films, slide commentaries, and selected readings for a recommended program of self-study. Employees and dependents recently returned from the area help to keep current the information on conditions.

ACHIEVEMENT RECORD

This is a certificate of attendance only; no attempt was made to evaluate student achievement in this course.

FOR THE DIRECTOR OF TRAINING: A. M. Lewis — 4 June 1962
Chief Instructor — Date
ANTHONY M. LEWIS

S-E-C-R-E-T
(When Completed)

14-00000

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 192 Curie Hall

EMPLOYEE SERIAL NO. 1-6	NAME OF EMPLOYEE LAST (Print)	FIRST 7-24	MIDDLE	OFFICE/COMPONENT 25-26
57129	MC CORD	JAMES	W	24

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL MONTH	ARRIVAL DAY	ARRIVAL YEAR	DEPARTURE MONTH	DEPARTURE DAY	DEPARTURE YEAR	COUNTRY	OMIT
1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	27	28-29	30-31	32-33	34-35	36-37	38-39		40-41

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE MONTH	DEPARTURE DAY	DEPARTURE YEAR	RETURN MONTH	RETURN DAY	RETURN YEAR	AREA(S)	OMIT
2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
	2	06	12	61	06	29	61	EE	801

SOURCE OF RECORD DOCUMENT

✓	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
T.O. 05-516-62	6/12/61 - 6/29/61

REMARKS

219883 NOV 15 61

PREPARED BY		REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
	FISCAL DIVISION		
✓	FINANCE DIVISION	DATE 14 Nov 61	SIGNATURE [signature]

FORM 2-58 1451a OBSOLETE PREVIOUS EDITIONS.

SECRET

(4-10)

23 12/28/61

14-00000

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO:
Office of Personnel, Statistical Reporting Branch, ROOM 192 Curie Hall

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE — LAST (Print)	FIRST	MIDDLE	OFFICE/COMPONENT
1-6	7/14			25-26
58124	McCord	James	W. Jr.	24

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL MONTH	ARRIVAL DAY	ARRIVAL YEAR	DEPARTURE MONTH	DEPARTURE DAY	DEPARTURE YEAR	COUNTRY	OMIT
1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE MONTH	DEPARTURE DAY	DEPARTURE YEAR	RETURN MONTH	RETURN DAY	RETURN YEAR	AREA(S)	OMIT
2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
	2	03	12	61	03	22	61	WE	801

SOURCE OF RECORD DOCUMENT

XX	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD

REMARKS

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED.
FISCAL DIVISION	DATE	SIGNATURE
XX FINANCE DIVISION	5/22/61	[signature]

FORM 1451a OBSOLETE PREVIOUS EDITIONS.

SECRET

14-101

14-00000

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

123189 DEC 1960

TO: Office of Personnel, Statistical Reporting Branch, ROOM 192 Curie Hall

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST	FIRST	MIDDLE	
1-6	(Print)	7-24		25-26
58124	McCORD	JAMES	W.	24

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL MONTH	ARRIVAL DAY	ARRIVAL YEAR	DEPARTURE MONTH	DEPARTURE DAY	DEPARTURE YEAR	COUNTRY	OMIT
1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE MONTH	DEPARTURE DAY	DEPARTURE YEAR	RETURN MONTH	RETURN DAY	RETURN YEAR	AREA(S)	OMIT
2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
	2	08	15	60	08	22	60	EE, WE.	801

SOURCE OF RECORD DOCUMENT

X	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
	15-22 AUG. 60

REMARKS

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
FIELD STATION	DATE	SIGNATURE
X HEADQUARTERS STATION	12/14/60	[signature]

FORM 1453a OBSOLETE PREVIOUS EDITIONS.

SECRET

(4-101)

14-00000

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO:
Office of Personnel, Statistical Reporting Branch, ROOM 192 Curie Hall

EMPLOYEE SERIAL NO. 1-5	NAME OF EMPLOYEE (Print) 6-23 LAST	FIRST	MIDDLE	OFFICE/COMPONENT 24-25
58124	McCord Jr.	James	W.	31

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE 26	ARRIVAL MONTH 27-28	ARRIVAL DAY 29-30	ARRIVAL YEAR 31-32	DEPARTURE MONTH 33-34	DEPARTURE DAY 35-36	DEPARTURE YEAR 37-38	COUNTRY	OMIT 39-41
1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION									

TDY DATES OF SERVICE

TYPE OF DATA	CODE 26	DEPARTURE MONTH 27-28	DEPARTURE DAY 29-30	DEPARTURE YEAR 31-32	RETURN MONTH 33-34	RETURN DAY 35-36	RETURN YEAR 37-38	AREA(S)	OMIT 39-41
2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	2	10	05	59	10	17	59	WE - EE	801

SOURCE OF RECORD DOCUMENT

✓	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
OS -278-60	5-17 Oct. 1959

REMARKS 031317 FEB2160

PREPARED BY		REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
	FISCAL DIVISION	DATE	SIGNATURE
✓	FINANCE DIVISION	2/23/60	[signature]

FORM 4-56 1451a SECRET (4-10)

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INSTRUCTIONS: COMPLETE IN DUPLICATE. THE DATA RECORDED ON THIS FORM IS ESSENTIAL IN DETERMINING TRAVEL EXPENSES AUTHORIZED IN CONNECTION WITH LEAVE AT GOVERNMENT EXPENSE, OVERSEAS DUTY, RETURN TO RESIDENCE UPON SEPARATION, AND FOR FURNISHING CURRENT RESIDENCE AND DEPENDENCY INFORMATION REQUIRED IN THE EVENT OF AN EMPLOYEE EMERGENCY. THE ORIGINAL OF THIS FORM WILL BE FILED IN THE EMPLOYEE'S OFFICIAL PERSONNEL FOLDER.

NAME OF EMPLOYEE (Last) (First) (Middle): McCord James W. Jr

RESIDENCE DATA

1. PLACE OF RESIDENCE WHEN APPOINTED: 5701 Floyd Ave

LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad): 5701 Floyd Ave, Springfield Va.

PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE: 5701 Floyd Ave, Springfield Va.

MARITAL STATUS

2. CHECK (X) ONE: [ ] SINGLE [✓] MARRIED [ ] SEPARATED [ ] DIVORCED [ ] WIDOWED [ ] ANNULLED

IF MARRIED, INDICATE PLACE OF MARRIAGE: Lamesa Texas

DATE OF MARRIAGE: Mar. 30 1948

IF DIVORCED, PLACE OF DIVORCE DECREE:

DATE OF DECREE:

IF WIDOWED, INDICATE PLACE SPOUSE DIED:

DATE SPOUSE DIED:

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

MEMBERS OF FAMILY

3. NAME OF SPOUSE: Sarah Ruth McCord

ADDRESS (No., Street, City, Zone, State): 5701 Floyd Ave

TELEPHONE NUMBER: FL 4-7684

NAMES OF CHILDREN	ADDRESS	SEX	AGE
Michael Steven McCord	Same	M	7
Carol Anne McCord		F	5
Nancy Ellen McCord		F	3

NAME OF FATHER (Or male guardian): James W McCord Sr

ADDRESS: Purcell Oklahoma

TELEPHONE NUMBER: —

NAME OF MOTHER (Or female guardian): Maxine Lee McCord

ADDRESS: Purcell Okla

TELEPHONE NUMBER: —

WHAT MEMBER(S) OF YOUR FAMILY HAS BEEN TOLD OF YOUR AFFILIATION WITH THE AGENCY FOR EMERGENCY PURPOSES? wife only

PERSON TO BE NOTIFIED IN CASE OF EMERGENCY

4. NAME (Mr., Mrs., Miss) (Last-First-Middle): Mrs. James W McCord Jr

RELATIONSHIP: wife

HOME ADDRESS (No., Street, City, Zone, State): 5701 Floyd Ave Springfield Va

HOME TELEPHONE NUMBER: FL 4-7684

BUSINESS ADDRESS (No., Street, City, Zone, State) AND NAME OF EMPLOYER, IF APPLICABLE:

BUSINESS TELEPHONE & EXTENSION:

IS THE INDIVIDUAL NAMED ABOVE wITTING OF YOUR AGENCY AFFILIATION? [✓] YES [ ] NO

IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF? [✓] YES [ ] NO

DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE? [✓] YES [ ] NO

THE PERSONS NAMED IN ITEM 3 ABOVE MAY ALSO BE NOTIFIED IN CASE OF EMERGENCY. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE IN ITEM 6 ON THE REVERSE SIDE OF THIS FORM.

VOLUNTARY ENTRIES

5. INDICATE ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS: NW Federal Credit Union; The Springfield Bank, Springfield Va.

CONTINUED ON REVERSE SIDE

CURRENT RESIDENCE AND DEPENDENCY REPORT

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5. (CONTINUED)

IN WHOSE NAME(S) ARE THE ACCOUNTS LISTED?

James W. and [illegible] McCord

HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? [ ] YES [✓] NO. IF "YES", WHERE IS DOCUMENT LOCATED?

HAVE YOU EXECUTED A POWER OF ATTORNEY? [✓] YES [ ] NO. IF "YES", WHO POSSESSES THE POWER OF ATTORNEY?

My Wife

6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS

SIGNED AT	DATE	SIGNATURE
Washington DC	1 Oct 75	James W. McCord

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REPORT OF HONOR AND MERIT AWARDS BOARD

(CONVENED PURSUANT TO REGULATIONS R 20-635 AND [illegible] 20-635)

DATE: 2 March 1959

The Honor and Merit Awards Board having considered a recommendation that:

NAME: (Last) McCORD	(First) James	(Middle) Walter	POSITION TITLE: Actg. Dep. Chief/SRS/OS
PRESENT GRADE: GS-14	OFFICE ASSIGNED TO: Security		STATION: Headquarters

BE AWARDED:

Certificate of Merit with Distinction

☐ FOR HEROIC ACTION, ON

☒ FOR MERITORIOUS ACHIEVEMENT OR SERVICE DURING THE PERIOD

1 July - 15 August 1958

☐ APPROVES THE RECOMMENDATION ☒ DISAPPROVES THE RECOMMENDATION

☐ APPROVES, BUT IN LIEU THEREOF, RECOMMENDS THE AWARD OF:

CITATION

REASONS FOR DISAPPROVAL OF RECOMMENDED AWARD

The Honor and Merit Awards Board concludes from the information available to it that the service performed, while of unquestionable value, is not sufficiently outstanding to merit an honor award.

APPROVED

DIRECTOR OF CENTRAL INTELLIGENCE

DATE

SIGNATURE

TYPED NAME OF CHAIRMAN, HONOR AND MERIT AWARDS BOARD: Gordon M. Stewart

SIGNATURE

TYPED NAME OF RECORDER: Rudyard Boulton

SECRET

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SECRET

RECOMMENDATION FOR HONOR AWARD

(REGULATIONS R-20-635 & AFR 20-635)

TO: Honor Awards Board

THROUGH:

DATE: 18 December 1958

FROM: Office of Security

SECTION I — PERSONAL DATA

NAME OF PERSON RECOMMENDED (Last) (First) (Middle): McCORD, James Walter

POSITION TITLE: Actg. Dep. Chief/SRS/OS

GRADE: GS-14

OFFICE ASSIGNED TO: Security

STATION: [X] Headquarters [ ] Field (Specify location)

LEGAL RESIDENCE (Number, street, city, zone, state): 5701 Floyd Avenue, Springfield, Virginia

CITIZENSHIP AND HOW ACQUIRED: Birth

IF ANY OF THE ABOVE ITEMS WERE DIFFERENT FOR THE INDIVIDUAL RECOMMENDED AT THE TIME OF THE ACT OR SERVICE, INDICATE SUCH DIFFERENCES.

RECOMMENDED AWARD: Certificate of Merit with Distinction

POSTHUMOUS: [ ] Yes [X] No

NAME OF NEXT OF KIN: Ruth McCord

RELATIONSHIP: Wife

ADDRESS (Number, street, city, zone, state): 5701 Floyd Avenue, Springfield, Va.

IF PREVIOUS RECOMMENDATIONS WERE SUBMITTED FOR THIS ACT OR SERVICE, INDICATE TYPE OF AWARD RECOMMENDED, BY WHOM, DATE, ORIGINATING OFFICE, AND ACTION TAKEN.

None

SECTION II — RECOMMENDATION FOR AWARD FOR HEROIC ACTION

WERE YOU AN EYEWITNESS TO THE ACT? [ ] Yes [ ] No

IF ORIGINATOR IS NOT AN EYEWITNESS, ATTACH AFFIDAVITS OR CERTIFICATES OF EYEWITNESSES OR INDIVIDUAL HAVING PERSONAL KNOWLEDGE OF THE FACTS.

PERSONNEL IN IMMEDIATE VICINITY OR WHO ASSISTED IN ACT OR SHARED IN SAME HAZARD:

FULL NAME	POSITION TITLE	GRADE	OFFICE ASSIGNED TO

LIST ANY OF THE ABOVE PERSONS GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN ACT:

FULL NAME	TYPE OF AWARD

CONDITIONS UNDER WHICH ACT WAS PERFORMED:

LOCATION	INCLUSIVE DATES	TIME OF DAY

PREVAILING GEOGRAPHIC CONDITIONS AND OBSTACLES ENCOUNTERED.

SECTION III — RECOMMENDATION FOR AWARD FOR ACHIEVEMENT OR SERVICE

OFFICE, COMPONENT, OR STATION IN WHICH SERVICE WAS PERFORMED (Designation and location):

Germany and Washington, D.C.

INCLUSIVE DATES OF SERVICE: 1 July – 15 August 1956

ASSIGNMENT COMPLETED: [X] Yes [ ] No

NOW IN SAME OR RELATED ASSIGNMENT: [X] Yes [ ] No

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SECRET (41)

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SECTION IV — TO BE USED FOR ALL RECOMMENDATIONS

NARRATIVE DESCRIPTION OF [ ] DEED (OR ACT) [X] ACHIEVEMENT PERFORMANCE (OR SERVICE RENDERED)

AWARD FOR HEROIC ACTION: WAS ACT VOLUNTARY? DESCRIBE WHY ACT WAS OUTSTANDING AND IF IT WAS MORE THAN NORMALLY EXPECTED. EXPLAIN HOW. IF IN AERIAL FLIGHT, DESCRIBE TYPE AND POSITION OF AIRPLANE, CREW POSITION OF INDIVIDUAL, AND ALL UNUSUAL CIRCUMSTANCES. INDICATE RESULTS OF ACT.

AWARD FOR ACHIEVEMENT OR SERVICE: TITLE AND DUTIES OF ASSIGNMENT, INCLUDING CHARACTER OF SERVICE DURING PERIOD FOR WHICH RECOMMENDED (GIVE COMPLETE DESCRIPTION OF TECHNICAL OR SPECIALIZED POSITIONS, INCLUDING DATES OF ASSIGNMENT AND RELIEF). WHAT DID THE INDIVIDUAL DO THAT MERITS THE AWARD? WHY WAS THIS OUTSTANDING WHEN COMPARED TO OTHERS OF LIKE GRADE AND EXPERIENCE IN SIMILAR POSITIONS? INDICATE RESULTS OF ACHIEVEMENT OR SERVICE.

Reference is made to the attached memorandum dated 1 November 1958, which is the summary excerpted from the report of the operation submitted on that date.

Upon receipt of information, 2 July 1958, that a member of the ~~Soviet~~ Foreign Office in Moscow had mentioned to one of the American Embassy staff members that the Soviets had knowledge of the crew of the missing C-118, Mr. McCord was appointed head of a team of men from Headquarters to proceed immediately to Germany to plan for and debrief the crew of the C-118 in case they were released.

At Wiesbaden, acting upon policy guidance received from Headquarters, Mr. McCord made detailed plans for the interrogation of crew members; prepared news releases and made plans for the handling of the press; arranged for reunion of the crew members with their families; and arranged medical examinations, all with the view toward avoiding publicity or incidents which might reveal Central Intelligence Agency interest in the highly sensitive nature of the plane's flight.

When the crew arrived at Wiesbaden, Mr. McCord directed the over-all interrogations and participated in portions of the interrogation of the crew members himself. He prepared cables and dispatches for Headquarters as well as the over-all report of the debriefing of the crew. He briefed the crew members regarding their conduct before the press. He also assisted in the plans for the return of the crew members to Washington, all of which entailed around-the-clock work.

Upon return to Washington, Mr. McCord directed the detailed debriefing of the crew, covering all aspects of possible compromise of security of CIA personnel, operations, and cover unit activities, as well as various positive intelligence and counter-intelligence matters. Final reports were prepared and Mr. McCord participated in briefings of the DCI, DDCI, and various Air Force and Defense Department officials.

The ingenuity, foresight, planning and guidance exercised by Mr. McCord from the time the team first left for Europe, through the initial debriefing, and then in following through in the debriefings back at Headquarters, resulted in rapid and thorough interview of the crew members, assessment of the compromise to the Agency, and determination of appropriate action needed by the Agency to counter such compromise. His performance in that instance was of the highest degree and did much credit to this Agency in the highly professional manner in which it was performed.

RELATED POSITION OF PERSON INITIATING RECOMMENDATION TO PERSON BEING RECOMMENDED	NAME, POSITION TITLE, AND GRADE OF PERSON MAKING RECOMMENDATION
Head of Office	Sheffield Edwards Director of Security GS-18
LIST OF ENCLOSURES (INCLUDE PROPOSED CITATION)	SIGNATURE
Summary memorandum excerpt from report dated 1 November 1958	
	DATE 18 December 1958

SECRET

1 November 1958

SUBJECT: American C-118 Aircraft Downed in Soviet Azerbaijan 27 June 1958 by Soviet MIG-17's

On 27 June 1958, a C-118 cargo plane, assigned to the U. S. Air Force in Wiesbaden, was fired on and forced down near Gendarkh, Soviet Azerbaijan. The plane was carrying nine U. S. airmen, three of whom are assigned to this Agency. They are Colonel Dale D. Brannon, Major Robert E. Crans and Major Bennie A. Shupe. The other six men were regular Air Force members assigned to Wiesbaden, Germany. The nine men were en route from Wiesbaden to Teheran and Pakistan on a flight carrying cargo for CIA. Col. Brannon and Major Crans were planning to get off the plane in Teheran had the plane remained on course.

The plane, while en route to Teheran from Nicosia and as a result of bad weather and navigation error, went off its plotted course and crossed into Soviet Armenia. There it was intercepted and fired on by three MIG-17's and caught fire in the left wing. Five of the crew bailed out and the other four rode the aircraft down to a safe landing on a small airstrip at Gendarkh in Soviet Azerbaijan. The crew members who had remained on the plane to its landing got out safely and the plane was burning fiercely when the crew last saw it. The part of the crew that parachuted was surrounded by Soviet peasants, some of whom beat and struck at the crew members. One of the men, Major Bennie Shupe, CIA employee, was taken by the mob to a telephone pole and narrowly escaped hanging before being rescued by the Soviet military.

Major Shupe and the remainder of the crew were turned over to the Soviet military, and after an overnight stay in a Soviet military garrison near Stepanakert were taken to a city believed to be Yevlakh, and then flown to Baku, Russia. There they underwent interrogation by Soviet intelligence officers, at least one of whom had served in the United States, as a Soviet Purchasing Commission employee 1943-45, and later in Canada in 1949-55 as First Secretary of the Soviet Embassy. This RIS officer, Vladimir Bourdine, later served in 1955 as a personal interpreter for Khrushchev in a meeting with Prime Minister Nehru of India. Bourdine interrogated Colonel Brannon of CIA at considerable length during the period 30 June - 3 July 1958, while the crew was imprisoned in the MVD Headquarters building in Baku. Following their individual interrogations, the crew members were required to appear separately before a Commission of Soviet officials at the Baku MVD Headquarters who questioned them about the border violation by the C-118 aircraft, and requested them to sign statements attesting that they had been well-treated and received adequate medical care by the

SECRET

Soviets. The inquiry by the Commission was perfunctory and did not involve an interrogation in the intelligence sense. The crew was then transported to Astara on the Soviet-Iranian border on 7 July 1958 and turned over to the American Air Attache.

On 2 July 1958 this Agency received information indicating that the Soviets might be considering releasing the nine fliers. Since no date or place of release was indicated, cables were sent to the various peripheral CIA stations around the Soviet border indicating the possibility of impending release. The Air Force agreed to alert its Air Attaches in the same areas of the possibility of impending release. At the same time a team of Agency personnel, including a medical officer, an Air Maritime officer, and two representatives of the Security Office were dispatched to Wiesbaden from Headquarters in anticipation of the release of the fliers. Three hours after the team arrived in Germany, the place of release was learned from the Soviets to be Astara on the Soviet-Iranian border, and a USAFE plane was dispatched that night from Wiesbaden with the Air Maritime team member aboard destined for Teheran to await the turnover of the American fliers at Astara. The fliers were turned over on 7 July 1958, were immediately flown to Wiesbaden, Germany where an initial joint CIA-AF debriefing of them was begun, and where initial press interviews were held, following careful briefing of the crew as to the text and limitations to be observed. Two days later, two members of the crew, one of whom was Major Shupe, a CIA employee, were permitted to give an interview to the Paris representative of Time-Life. Members of the CIA team were present during these press interviews, under appropriate cover arrangements, to furnish guidance to the CIA personnel.

Following the initial debriefing, the entire crew was flown to Washington, D. C. on 18 July 1958, for a more extended debriefing. These debriefings were completed on 6 August 1958 and covered the various aspects of possible compromise of the security of CIA personnel, operational and cover units activities, as well as various positive intelligence and counter-intelligence matters.

The three CIA men aboard the plane were extremely knowledgeable of highly sensitive Agency operational activities and of the identities of numerous CIA personnel. Colonel Brannon, as Commander of the CIA Air Support Operations in Europe, was knowledgeable of CIA operational activities on a world-wide basis, with many of these projects being extremely sensitive. Colonel Brannon and Major Robert Crans each carried briefcases containing classified material, and Brannon carried an address book containing several names, addresses and telephone numbers of CIA personnel and cover units. The two briefcases are believed to have been destroyed by the fire in the aircraft after landing. The address book of Brannon was taken from him by the Soviet

peasants on landing and was later turned back to him by the Soviet Commission members at Baku. Neither he nor other members of the crew were questioned about either of the briefcases, their contents, nor about the address book and its contents. We assume that the Soviets have or will process the names in the address book through their Moscow files. Some of the other crew members carried personal notations in their wallets relating to a few other CIA personnel.

We have received no indications that Colonel Brannon or the other crewmen were drugged or otherwise tampered with by the Soviets. Brannon and some of the others did receive shots the first night and second day from the Soviet military for their wounds and burns; however, these shots are believed to have been for legitimate medical reasons.

The substance of the questioning, treatment and techniques of interrogation has been exhaustively explored with all the crew members in the course of the debriefings. In summation, the interrogations of the crew members were superficial and do not appear to have been backed up by close coordination and communication with Moscow for intelligence research purposes. It is possible that the quick acknowledgment by the Soviet Foreign Office of the landing of the C-118 in Soviet territory precluded the MVD from fully exploiting the crew members. Colonel Brannon and Captain Kane were separated from the group and given preferred treatment, apparently with the intention of developing them for information purposes. We are convinced that both men handled themselves extremely well and did not disclose any information concerning the Agency or its activities.

To date we have no indication that the Soviets knew at the time they interrogated the crew men, that the flight of the C-118 was connected with CIA in any way, nor that they knew three of the men aboard were CIA personnel. We do believe that in time the Soviets, through Brannon's address book, which lists the open Agency telephone number EX 3-6115 below his name on the first page, will connect him and possibly others in the address book with CIA. Since the Soviets questioned him about the 7170th Support Group and the 7405th Support Squadron in Wiesbaden, it is therefore presumed that they will associate those units with this Agency.

In addition to this report, debriefings of the crewmen were taped and typed, which will total some 7,000 - 9,000 pages when completed, are being distributed to the CI Staff and

other interested components of this Agency as they are completed. Questions were solicited by this Office of all interested components, in order to cover all matters in the debriefings of interest to the Agency. Careful arrangements have been made with the Air Force in order that Agency interests will be adequately protected and proper security will be maintained in the handling of information and reports derived from the debriefings, and so that no compromise of the Agency interest in the flight of the C-118 will be made to the press.

CONCLUSIONS:

A. It is our opinion that the possible compromises arising out of this incident are relatively minor in nature and that no major compromises occurred.

B. That the Soviets "missed" on the true nature of the flight and personnel of the C-118.

C. That the reasons the crew members were given an early release were as follows:

1. Primarily, the Soviet interrogators failed to use all of the leads at their command, particularly Brannon's address book, and failed to break the crewmen through interrogation.

2. The crew did not inadvertently disclose through interrogations, the purpose of their flight, its relation to the Agency and that of three of its crew to CIA.

3. The Soviets apparently failed to check out the names and other data in Brannon's address book through their files prior to release of the crew.

4. No incriminating information or material was immediately recovered from the burned aircraft.

5. Several of the crew destroyed incriminating building passes and notations in their wallets while on their way down in their parachutes, or immediately after landing in their chutes.

6. There were either no leaks or insufficient leaks of incriminating information through any room conversations at Baku among the crew, which may have been monitored by the Soviets, or such conversations as there may have been were not properly interpreted, or interpreted soon enough to tip the Soviets that there was something unusual about the flight or the crew.

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7. The crew members were all in uniform and not in mixed civilian and Air Force clothing, which properly established their cover.

8. Sufficient pressures were exercised by Agency, State, Air Force, and Executive action upon the Soviets to effect the release of the crew as soon as possible.

9. A factor that probably had an important bearing was the early acknowledgment by the Soviet Foreign Office of the downing of the aircraft and the attempts by the Soviets in the early stages to make this appear as a deliberate violation of the Soviet air frontier. This tended to take the "play" away from the MVD and military intelligence. In addition, this Government was stepping up the pressure for the release of the nine Army personnel who landed in East Germany in a helicopter, and the Soviets probably had no desire to create a duplicate of this incident.

10. Safeguards taken by the Agency and the Air Force were such that there was no leak to the press, during the crew's internment, of the fact that there was an intelligence connection of the flight and crew of the C-118.

D. That it is not believed, based on the evidence at hand, that the crew was drugged or otherwise tampered with medically.

E. That there are valuable points of guidance from a cover, operations, policy and code of conduct standpoint which can be gathered from experiences of these crewmen in the hands of the Soviets and can aid the Agency and its personnel in any future situation of a similar nature in which the Soviet military and RIS interrogators are encountered.

ACTION TAKEN TO SAFEGUARD AGENCY INTEREST IN THIS MATTER:

A. All possible steps were taken during the period immediately preceding and immediately after the release of the crew to effect the minimum of publicity and to safeguard and limit such publicity as was given out, in order to avoid disclosing the CIA connection of the flight and some of its crew.

B. Throughout the entire debriefing process in Germany and in the U. S., the maximum care has been taken to safeguard the information taken by transcript and classify it so that there would be access to the information therein on a need-to-know basis and by only properly cleared persons.

C. Steps were taken immediately by the German Station after the downing of the C-118 to change the combinations of the safes and locks in the buildings to which the crew had access.

D. The three men from this Agency who were aboard the flight, Brannon, Crans and Shupe, and the aircraft commander, Lyles, are being removed from the German area, being returned to the U. S. The three CIA crewmen are being returned to duty with the Air Force from the Agency.

E. Steps are continuing to be taken to properly safeguard Agency interests and personnel in regard to names of Agency personnel who appeared in Brannon's address book or in other notations appearing in any papers carried by other members of the crew.

RECOMMENDATIONS:

A. Continue to take all possible steps to prevent any disclosure to any unauthorized persons, particularly the press, about the CIA personnel aboard the C-118, or the true nature of the flight.

B. Continue to take all possible steps to change the cover designation of the units appearing in Brannon's address book to prevent any further compromise of these units.

C. Permit no further publicity about the flight itself, in order to minimize the possibility of the press learning of the CIA interest in the flight of the C-118.

D. Carefully follow all matters relating to the International Court of Justice interest in this flight, in order to prevent any compromise of Agency interests.

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SECRET
(When Filled In)

(1-6)
15 8124

LANGUAGE DATA RECORD

PART I-GENERAL

1. NAME (Last-First-Middle) (7-24)			2. DATE OF BIRTH (25-30)		
			MONTH	DAY	YEAR
McCord James W Jr			Jan	26	24
3. LANGUAGE (31-33)	4. TODAY'S DATE (34-39)			5.	
	MONTH	DAY	YEAR		
Russian 654	Nov	18	58	☐ I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE	

PART II-LANGUAGE ELEMENTS

SECTION A. Reading (40)

1. I CAN READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY.
2. I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY OCCASIONALLY.
3. I CAN READ TEXTS OF AVERAGE DIFFICULTY (*newspapers, reference materials, etc.*), USING THE DICTIONARY FREQUENTLY.
4. ✓ I CAN READ SIMPLE TEXTS, SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY FREQUENTLY.
5. I HAVE NO READING ABILITY IN THE LANGUAGE.

SECTION B. Writing (41)

1. I CAN WRITE PERSONAL LETTERS AND SIMILAR MATERIAL WITH COMPLETE SUCCESS WITHOUT USING THE DICTIONARY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH VERY FEW GRAMMATICAL ERRORS, IN NATIVE STYLE, USING THE DICTIONARY ONLY RARELY.
2. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL WITH COMPLETE SUCCESS, USING THE DICTIONARY ONLY RARELY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH FEW GRAMMATICAL ERRORS, BUT IN A STYLE WHICH MAY NOT BE NATIVE, USING THE DICTIONARY OCCASIONALLY.
3. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH OCCASIONAL MINOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY OCCASIONALLY.
4. ✓ I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH MANY GRAMMATICAL ERRORS AND IN A VERY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY FREQUENTLY.
5. I CANNOT WRITE IN THE LANGUAGE.

SECTION C. Pronunciation (42)

1. MY PRONUNCIATION IS NATIVE.
2. WHILE NATIVES CAN DETECT AN ACCENT IN MY PRONUNCIATION THEY HAVE NO DIFFICULTY UNDERSTANDING ME.
3. MY PRONUNCIATION IS OBVIOUSLY FOREIGN, BUT ONLY RARELY CAUSES DIFFICULTY FOR NATIVES TO UNDERSTAND.
4. ✓ MY PRONUNCIATION IS OCCASIONALLY DIFFICULT FOR NATIVES TO UNDERSTAND.
5. I HAVE NO SKILL IN PRONUNCIATION.

CONTINUE ON REVERSE SIDE

FORM NO. 444c
1 FEB 57

SECRET

(4-65)

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CONTINUATION OF PART II—LANGUAGE ELEMENTS

SECTION D. Speaking (43)

1. I SPEAK FLUENTLY AND ACCURATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS; I CONVERSE FREELY AND IDIOMATICALLY IN ALL FIELDS WITH WHICH I AM FAMILIAR.
2. I SPEAK FLUENTLY AND ACCURATELY IN NEARLY ALL PRACTICAL AND SOCIAL SITUATIONS; I CAN CONVERSE IN MOST FIELDS WITH WHICH I AM FAMILIAR AND I EMPLOY SOME POPULAR SAYINGS, LITERARY QUOTATIONS, AND COMMON PROVERBS.
3. I GET ALONG QUITE WELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT ROUTINE BUSINESS IN PARTICULAR FIELDS.
4. ✓ I MANAGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.
5. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.

SECTION E. Understanding (44)

1. I UNDERSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND NEARLY EVERYTHING I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
2. I UNDERSTAND NON-TECHNICAL CONVERSATION ON NEARLY ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MOST OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES, INCLUDING MOST JOKES AND PUNS.
3. I UNDERSTAND NEARLY ALL CONVERSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MUCH OF WHAT I HEAR ON THE RADIO, AND AT THE MOVIES, PLAYS, AND LECTURES.
4. ✓ I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND SOME OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
5. I AM NOT ABLE TO UNDERSTAND THE SPOKEN LANGUAGE.

BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.

PART III—EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)

1. I HAVE HAD EXPERIENCE AS A TRANSLATOR.
2. I HAVE HAD EXPERIENCE AS AN INTERPRETER.
3. BOTH OF THE ABOVE STATEMENTS APPLY.
4. ✓ NONE OF THE ABOVE STATEMENTS APPLY.

PART IV—CERTIFICATION

I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF. THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE AWARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF REGULATION NO. 25-115, PAR. 1C(4). I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICIENCY TEST BEFORE I BECOME ELIGIBLE FOR AN AWARD, AND THAT IRRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE AWARDS WILL BE CUMULATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM.

DATE SIGNED	SIGNATURE
17 Nov 58	James W McCord Jr
LANG: C	CAT.: E

HEADQUARTERS
USAF, HDRS, OFFICE OF THE SEC[illegible] OF THE AIR STAFF
(FIELD EXTENSION)
Washington 25, D.C.

C E R T I F I C A T E

I concur in the Reserve assignment of **James W. McCord, Jr.** (Name) **Captain** (Grade) **AO 2 099 263** (SN) with this organization. In the event of partial or full mobilization, he will be made available for active military service.

I certify that no delay in his entry on active duty will be requested by this employing agency if he is ordered to active military service during a period of mobilization.

Date: **12 Jan 1956**

LOUIS [illegible]. [illegible]ELLA
Captain, Infantry
Mobilization Training Officer

14-00000

SECRET

CENTRAL INTELLIGENCE AGENCY
WASHINGTON 25, D. C.

OFFICE OF THE DIRECTOR

9 DEC 1955

MEMORANDUM FOR: James W. McCord, Jr.

SUBJECT: Notification of Membership in the Career Staff

1. On behalf of the Director of Central Intelligence, it gives me pleasure to inform you that your application for membership in the Career Staff has been accepted by the CIA Selection Board. The effective date of your membership is 22 August 1954.

2. Please indicate that you have received this notification by signing in the space provided below and return it to the Head of your Career Service. He will forward it to the Executive Director of the CIA Selection Board.

3. Because your membership in the Career Staff is classified information, it is necessary that this notification be conveyed to you in this manner. The application for membership which you signed has been endorsed on behalf of the Director of Central Intelligence by the Executive Director of the CIA Selection Board and placed in your permanent Official Personnel Folder.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE

Harrison G. Reynolds

Harrison G. Reynolds
Chairman, CIA Selection Board

Noted:

James W. McCord Jr.

Date: 10 January 1956

14-00000

SECRET

CAREER SERVICE QUESTIONNAIRE

SECTION I (To be completed by employee)

NAME (Last) (First) (Middle)	AGE	GRADE	NO. OF MOS. IN GRADE	CAREER DESIGNATION
McCORD, James W.	30	GS-13	2	Security

STAFF OR DIVISION	BRANCH	POSITION TITLE
Office of Director of Security		Special Assistant to Director of Security

NO. OF MOS. IN PRESENT POSITION	NO. OF MOS. IN OSS	NO. OF MOS. IN CIG	NO. OF MOS. IN CIA
10	-	-	36

DATA ON ALL PERMANENT DUTY OVERSEAS OR IN U.S. FIELD (Include any TDY during last two years)

APPROXIMATE DATES OF SERVICE FROM	TO	LOCATION COUNTRY	STATION	TDY	PCS	COMMENTS
August 1951	June 1953	U.S.	San Francisco Field Office		x	

INDICATE WILLINGNESS TO SERVE TOUR OF DUTY OVERSEAS PCS

A [X] YES B [ ] ONLY UNDER CERTAIN CONDITIONS C [ ] NO

INDICATE ASSIGNMENT PREFERENCE IF PRECEDING ANSWER IS "A" OR "B"

PREFERENCE	COUNTRY	STATION	TYPE OF POSITION
1ST	JApan	Tokyo	Security
2ND	Germany	Frankfurt	Security
3RD	South America	Rio de Janeiro	Security

IF ANSWER ABOVE IS "B," STATE CONDITIONS. IF ANSWER ABOVE IS "C," EXPLAIN YOUR REASONS

INDICATE GEOGRAPHIC AREAS OVERSEAS IN WHICH YOU WILL NOT SERVE AND EXPLAIN REASONS

None

INDICATE RELATIONSHIP AND AGE OF EACH DEPENDENT TO BE MOVED OVERSEAS

Wife - 26 Daughter - 9 yrs.
Son - 2

INDICATE KNOWN MEDICAL RESTRICTIONS WHICH THE AGENCY HAS IMPOSED ON YOUR SERVICE

None

FORM NO. JUN 54 59-174 SECRET MAY BE CONTINUED UNDER REMARKS ON REVERSE SIDE. (4)

SECRET

INDICATE ANY UNUSUAL CIRCUMSTANCES CONCERNING DEPENDENTS *(old age, chronic illness, need for special educational facilities, etc.)* OR ANY UNUSUAL PERSONAL SITUATION WHICH WOULD AFFECT YOUR OVERSEAS ASSIGNMENT

None

DESCRIBE TYPES OF HEADQUARTERS AND U.S. FIELD POSITIONS FOR WHICH YOU WOULD LIKE TO BE CONSIDERED AND THE ORGANIZATIONAL COMPONENT IN WHICH YOU WOULD LIKE TO SERVE

Security assignments in same or similar position as my present assignment.

REMARKS

DATE: 30 August 1954

SIGNATURE OF EMPLOYEE: [signature]

SECTION II *(To be completed by employee's supervisor)*

INDICATE APPROXIMATE TIME (months) WHEN EMPLOYEE CAN BE MADE AVAILABLE FOR OVERSEAS SERVICE: 9 mos

INDICATE APPROXIMATE TIME (months) WHEN EMPLOYEE CAN BE MADE AVAILABLE FOR ANOTHER HEADQUARTERS OR U.S. FIELD ASSIGNMENT: 3 mos

COMMENTS ON AVAILABILITY AND EMPLOYEE'S PREFERENCE FOR NEXT ASSIGNMENT

Do not contemplate considering for rotation for one year.

DATE: 10 Sept 54

SIGNATURE OF SUPERVISOR: [signature]

PERSONNEL OFFICER WILL FORWARD ORIGINAL TO OFFICE OF PERSONNEL AND FIRST COPY TO APPROPRIATE CAREER SERVICE BOARD

SECRET

(IF NECESSARY, CONTINUED UNDER REMARKS)

14-00000

JAMES W. McCORD, JR.

27 August 1951 14 September 1951

FOR THE

3 October 1

14-00000

CERTIFICATION:

This is to certify that I personally witnessed James Walter McCord, Jr., subscribe his signature to these papers on this date.

24 August 1951

Erwin W. Schmidt
Erwin W. Schmidt

14-00000

PLEASE READ INSTRUCTION SHEET BEFORE PREPARING THIS FORM

STATEMENT OF FEDERAL CIVILIAN AND MILITARY SERVICE

OFFICE 195 | DIVISION | BRANCH | SECTION

I FEDERAL CIVILIAN SERVICE (BEGIN WITH THIS AGENCY AND FOLLOW IN REVERSE CHRONOLOGICAL ORDER)

AGENCY	LOCATION	FROM DA.	FROM MO.	FROM YR.	TO DA.	TO MO.	TO YR.	TOTAL SERVICE DA.	MO.	YR.
Present Agency	San Francisco	22	Aug	1951	Present					
Federal Bureau of Investigation	San Francisco San Diego, Washington D. C.	25	Oct	1948	10	Feb	1951	25	3	2
Federal Bureau of Investigation	Washington D. C. New York City	9	Mar	1942	22	Nov	1943	14		1

Total Civilian Service 1 | 4 | 4

II MILITARY SERVICE (INCLUDE ONLY PERIODS OF ACTIVE DUTY; DO NOT INCLUDE TERMINAL LEAVE)

BRANCH OF SERVICE	FROM DA.	FROM MO.	FROM YR.	TO DA.	TO MO.	TO YR.	TOTAL SERVICE DA.	MO.	YR.
U. S. Army Air Corps	23	Nov	1943	30	Oct	1945			

Total Military Service

III CERTIFICATION

I hereby certify that the above Civilian and Military service is complete and accurate to the best of my knowledge.

21 December 1951
DATE

[signature]
SIGNATURE OF EMPLOYEE

IV REMARKS: (CONCERNING ABOVE SERVICE)

V FOR PERSONNEL OFFICE USE ONLY

TOTAL CREDITABLE SERVICE

DAYS	MONTHS	YEARS
1	3	6

MAY BE CONTINUED ON NON-DETACHABLE REVERSE SIDE

SECRET

PERSONNEL QUALIFICATION QUESTIONNAIRE

158194

1. Serial No. (no entry) [redacted]	2. NAME: (last) (first) (middle) McCord James W., Jr.	3. Office [illegible]
4. Date of Birth 26 January 19[illegible]	5. Sex: x male (1) ___ female (2) / Marital Status ___ Nr. Dependents [illegible]	6. Employment Date: 22 August 1951
7. Citizenship: x U.S. ___ Other	8. Acquired By: (1) x Birth (2) ___ Marriage (3) ___ Naturalization (4) ___ Other (specify) Year U.S. citizenship acquired, if not by birth ___	

SEC. I. EDUCATION

1. Extent: (circle one)

1. Less than high school
2. High school graduate
3. Trade, Business or Commercial school graduate
4. Two years college, or less
5. Over two years, no degree
6. Bachelor degree
7. Post-graduate study (minimum 8 sem. hrs.)
8. Masters degree
9. Doctors degree

[illegible] 29 NOV 1962

2. College or University Study:

Name and location of College or University	Major	Minor	Dates att'd From	Dates att'd To	Yrs Compl Day	Yrs Compl Night	Degree Recd Title	Degree Recd Date	Sem Hrs
University of Texas Austin, Texas	Accounting		[illegible]	12/[illegible]	4		[illegible]	1/[illegible]	120
Kilgore College Kilgore, Texas	[illegible]		[illegible]	[illegible]	1 sem.		none		16
Lincoln Univ. Oakland, Calif	Law		[illegible]	[illegible]		1 sem.	none		8

3. Trade, Commercial, and Specialized Training:

CODED

School	Attendance Dates From	To	Tot. mo's	Study or Specialization

QUALIFIED [illegible]

DATE 20 [illegible]

4. Military, Intelligence or Investigative training (full time duty as a student in specialized schools such as intelligence, communications, ordnance disposal, etc.)

School	Attendance Dates From	To	Tot. mo's	Study or Specialization
[illegible] School, [illegible]	[illegible]	[illegible]	[illegible]	Operation of [illegible] and [illegible]
Intelligence School Lowry Air Force [illegible]	[illegible]	[illegible]	[illegible]	Air Force Intelligence Officer [illegible]
[illegible]	[illegible]	[illegible]	[illegible]	Special Agent (Investigator) [illegible]

SECRET

SECRET

SEC. II. WORK EXPERIENCE

1. State the nature of duties performed with this organization, starting with your present position. Approximate dates (month and year) are sufficient. Use a continuation sheet, if necessary, to adequately describe your duties.

From [illegible] To [illegible] Tot. mos. [illegible] Grade [illegible] Salary [illegible] Office [illegible] Position Title: [illegible] Duty Title: [illegible]	Description of Duties: [illegible] Duty Station, if overseas:
From ___ To ___ Tot. mos. ___ Grade ___ Salary ___ Office Position Title: Duty Title:	Description of Duties: Duty Station, if overseas:
From ___ To ___ Tot. mos. ___ Grade ___ Salary ___ Office Position Title: Duty Title:	Description of Duties: Duty Station, if overseas:
From ___ To ___ Tot. mos. ___ Grade ___ Salary ___ Office Position Title: Duty Title:	Description of Duties: Duty Station, if overseas:
From ___ To ___ Tot. mos. ___ Grade ___ Salary ___ Office Position Title: Duty Title:	Description of Duties: Duty Station, if overseas:

SECRET

SECRET

SEC. II. WORK EXPERIENCE (CONT'D.)

2. Previous Employment: Describe your previous work experience in sufficient detail to permit full recognition of your qualifications. Include military work experience. List last position first.

From [illegible] To [illegible] Tot. mo's [illegible] Classification Grade (if in Federal Service) [illegible] Salary [illegible] Number and Class of Employees Supervised: [illegible] Employer [illegible] Kind of Business or organization (i.e., paper products mfr, public utility) [illegible]	Exact Title of your position [illegible] Description of Duties: [illegible] Duty Station if overseas: [illegible]
From [illegible] To [illegible] Tot. mo's [illegible] Classification Grade (if in Federal Service) [illegible] Salary [illegible] Number and Class of Employees Supervised: [illegible] Employer [illegible] Kind of Business or organization (i.e., paper products mfr, public utility) [illegible]	Exact Title of your position [illegible] Description of Duties: [illegible] Duty Station if overseas: [illegible]
From [illegible] To [illegible] Tot. mo's [illegible] Classification Grade (if in Federal Service) [illegible] Salary [illegible] Number and Class of Employees Supervised: [illegible] Employer [illegible] Kind of Business or organization (i.e., paper products mfr, public utility) [illegible]	Exact Title of your position [illegible] Description of Duties: [illegible] Duty Station if overseas: [illegible]
From [illegible] To [illegible] Tot. mo's [illegible] Classification Grade (if in Federal Service) [illegible] Salary [illegible] Number and Class of Employees Supervised: [illegible] Employer [illegible] Kind of Business or organization (i.e., paper products mfr, public utility) [illegible]	Exact Title of your position [illegible] Description of Duties: [illegible] Duty Station if overseas:
From [illegible] To [illegible] Tot. mo's 11 Classification Grade (if in Federal Service) [illegible] Salary Number and Class of Employees Supervised: Employer [illegible] Kind of Business or organization (i.e., paper products mfr, public utility) [illegible]	Exact Title of your position [illegible] Description of Duties: [illegible] Duty Station if overseas:

SECRET

SEC. II. WORK EXPERIENCE (CONT'D)

3. Special Work Experience: Check any of the following organizations by which you may have been employed.

01 ___ U.S. Secret Service
02 ___ Civil Police
03 ___ Military Police
04 ___ U.S. Border Patrol
05 ___ U.S. Narcotics Squad
06 ___ FBI
07 ___ Criminal Investigation Div.
21 ___ Office of Naval Intelligence
22 ___ Office of War Information
23 ___ Army G-2
20 ___ Office of Strategic Services
24 ___ Air Force A-2
25 ___ Foreign Economic Admin.
26 ___ Counter Intelligence Corps
27 ___ Immigration & Naturalization
28 ___ Strategic Services Unit
29 ___ Foreign Service, State Dept.
30 ___ Central Intelligence Group
31 ___ Armed Forces Security Agency
32 ___ Coordinator of Information
33 ___ Office of Facts & Figures
34 ___ Board of Economic Warfare
35 ___ Federal Communications Comm.

SEC. III. FOREIGN LANGUAGES

List below the foreign languages in which you have some competence. Be sure to include uncommon modern languages. Check (X) your competence and how acquired.

LANGUAGE	COMPETENCE: Equivalent to Native Fluency *	Fluent but obviously Foreign *	Adequate for Research **	Adequate for Travel	Limited Knowledge		HOW ACQUIRED: Native of Country	Prolonged Residence	Contact (Parents, etc.)	Academic Study
NONE										

* If you have checked 'Fluent' for a language that has significant difference in spoken and written form (e.g., Arabic), explain your competence herein ___

** Specialized Language Competence: Describe ability to do specialized language work involving vocabularies and terminology in the scientific, engineering, telecommunications, and military fields. List the language with the type of speciality. ___

SECRET

SECRET

SEC. IV. AREA KNOWLEDGE

1. List below any foreign countries or regions of which you have knowledge gained as a result of residence, travel or study. Study can mean either academic study, or study of a foreign country resulting from an intelligence, military, commercial or professional work assignment.

Country or Region	Dates of Residence, Study Etc.	Manner in Which Knowledge Was Aquired (check (X) one)		
		Residence	Travel	Study
none				

2. Specialized Knowledge of Area
List specialized knowledge of foreign country such as knowledge of terrain, coasts and harbors, utilities, railroads, industries, political parties, etc., gained as a result of study or work assignment. Include name of employer or organization.

Country	Type of Knowledge	How and When Gained

SEC. V. TYPING AND STENOGRAPHIC SKILLS (PRESENT UTILIZATION)

Skill	Per Cent of Time Used	Not Used	WPM (Approximate Proficiency)	Prefer Assignment Using Skill Oftener
Typing	1.	2.		1. Yes 2. X No
Shorthand	1.	2.		1. Yes 2. X No
Shorthand System: 1. Manual 2. Machine 3. Speedwriting.				

SEC. VI. LICENSES, HOBBIES, SPECIAL QUALIFICATIONS

1. Licenses: List any licenses or certification such as teachers, pilot, marine, etc.	2. Hobbies: List any hobbies such as sailing, skiing, writing, or other special qualifications.
	~~reading~~

SEC. VII. PROFESSIONAL AND ACADEMIC HONORS

List any professional or academic associations or honorary societies in which you hold membership.

SECRET

SECRET

SEC. VIII. PUBLICATIONS

List below the type of writing (non-fiction: professional or scientific articles, general interest subjects, current events, etc; fiction: novels, short stories, etc.) of any published materials of which you were author or co-author.

none

SEC. IX. INVENTIONS

Describe any devices you have invented as to type of work for which intended and whether patented.

Device	Patented	
none	(1) Yes	(2) No
	(1) Yes	(2) No
	(1) Yes	(2) No

SEC. X. TESTS (Within present organization)

Describe below the type of tests which you have taken.

Type of Test	Date Taken
none	

SEC. XI. PHYSICAL HANDICAPS

List any physical handicaps you may have.

none

SEC. XII. OVERSEAS ASSIGNMENT

Are you willing to accept periodic tour of duty overseas?

(1) 2 year Tour [illegible] (2) 4 year Tour [illegible] (3) Not interestec ___

SEC. XIII. WORK ASSIGNMENT

In view of your total experience and education, for what assigament do you think you are best qualified?

[illegible]

SECRET

SECRET

SEC. XIV. MILITARY STATUS

1. Present Draft Status
   Have you registered under the Selective Service Act of 1948? ___ Yes ___ No.
   If yes, indicate your present draft classification ___x___
   V-A
2. Present Reserve or National Guard Status
   Do you now have Reserve or National Guard Status ___ Yes ___ No.
   If yes, complete the following. x
   1. ___ National Guard
   2. ___ Air National Guard
   3. _x_ Active Reserve Status (member of organized unit)
   4. ___ Inactive Reserve Status

   Service [illegible] Grade 1st Lt. Serial Number AO-[illegible]63

   Reserve Unit with which currently affiliated Hq [illegible] ,USAF ([illegible])

   Service Mobilization Assignment, if any ___

   Location of Service Records, if known ___
   [illegible] Calif.

SEC. XV. TRAINING

List the training courses or subjects you have taken in this organization.

Course or Subject	(from) Dates (to)	Hours
[illegible]	[illegible]	[illegible]

SEC. XVI. REMARKS

Use this space to indicate any other qualifications you may have which you do not describe above.

DATE 10 November 19[illegible] SIGNATURE ___

SECRET

14-00000

RESIDENCE AND DEPENDENCY REPORT

INSTRUCTIONS: Submit in triplicate when ordered overseas and whenever designated place of residence or marital or dependency status changes. IMPORTANT in determining travel expenses allowable in connection with leave at Government expense, return to residence upon separation, and in determining transportation expenses allowable in connection with shipment of remains of employee or member of family.

NAME OF EMPLOYEE: McCord, James Walter Jr.

RESIDENCE DATA

PLACE OF RESIDENCE WHEN APPOINTED TO SERVICE	LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (IF APPOINTED ABROAD)
820 Pacific Ave. Alameda, Calif.	—

PLACE IN CONTINENTAL U.S. DESIGNATED PERMANENT OR LEGAL RESIDENCE: Austin, Texas

MARITAL STATUS

Status	Place	Date
[ ] SINGLE	PLACE OF MARRIAGE: Lamesa, Texas	DATE OF MARRIAGE: May 30, 1948
[X] MARRIED		
[ ] DIVORCED	PLACE OF DIVORCE DECREE:	DATE OF DIVORCE DECREE:
[ ] WIDOWED	PLACE SPOUSE DIED:	DATE SPOUSE DIED:

MEMBERS OF FAMILY (DEPENDENTS ONLY)

IDENTIFICATION OF MEMBERS OF IMMEDIATE FAMILY	RELATIONSHIP	DATE OF BIRTH
Sarah Ruth McCord	Wife	April 12, 1932

August 22, 1951
DATE

James Walter McCord Jr.
SIGNATURE

FORM NO. 37-79
MAY 1950

CENTRAL INTELLIGENCE AGENCY
2430 E STREET NW.
WASHINGTON 25, D. C.

Date 22 August 1951

Dear Mr. McCord:

1. This is to notify you that the United States Government as represented by the Central Intelligence Agency, has accepted your employment effective.

Position: GS-11

Base Salary: $5400 per annum

2. You will be:

a. Entitled to annual and sick leave in accordance with Civil Service Commission rules and regulations, or such other provisions of law or regulations as may be established in lieu thereof.

b. Reimbursed for travel expenses in accordance with CIA Regulations or Standardized Government Travel Regulations, as amended.

c. If stationed outside continental United States, granted such monetary allowances as are prescribed by CIA Regulations.

3. Employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of six months from date of employment. In the event either training or performance of duty is deemed unsatisfactory by CIA, you will be offered other types of employment if available, or your employment will be terminated.

4. Your appointment is for such time as your services may be required and funds are available for the work of CIA. Notice of termination will be given you by procedure similar to that provided by Civil Service rules and regulations.

[signature]
Official authorized to sign letters of appointment

I accept the above agreement as a condition of my employment by CIA.

James Walter McCord Jr.
Employee

22 August 1951
Date

Form No. 51-105
June 1948

STANDARD FORM 61
PROMULGATED BY CIVIL SERVICE COMMISSION
FEDERAL PERSONNEL MANUAL

APPOINTMENT AFFIDAVITS

IMPORTANT.—*Before swearing to these appointment affidavits, you should read and understand the attached information for appointee*

Central Intelligence Agency
(Department or agency) (Bureau or division) (Place of employment)

I, James Walter McCord, Jr., do solemnly swear (or affirm) that—

A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, SO HELP ME GOD.

B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I a member of any organization that advocates the overthrow of the Government of the United States by force or violence or other unconstitutional means or seeking by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) I will not so advocate, nor will I become a member of such organization during the period that I am an employee of the Federal Government.

C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not engaged in any strike against the Government of the United States and that I will not so engage while an employee of the Government of the United States; that I am not a member of an organization of Government employees that asserts the right to strike against the Government of the United States, and that I will not, while a Government employee, become a member of such an organization.

D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not paid, or offered or promised to pay, any money or other thing of value to any person, firm or corporation for the use of influence to procure my appointment.

E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers given in the Declaration of Appointee on the reverse of this form are true and correct.

22 August 1951
(Date of entrance on duty)

James Walter McCord, Jr.
(Signature of appointee)

Subscribed and sworn before me this .... day of ...., A. D. 19......,

at .... (City) .... (State)

[SEAL]

(Signature of officer)

(Title)

NOTE.—*If the oath is taken before a Notary Public the date of expiration of his commission should be shown.*

14-00090

DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Answer all questions. Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a criminal offense and will be prosecuted accordingly.

1. PRESENT ADDRESS (street and number, city, and State)
820 Pacific Avenue, Alameda, California

2. (a) DATE OF BIRTH: Jan 26, 192[illegible]
(b) PLACE OF BIRTH (city or town and State or country): [illegible]

3. (a) IN CASE OF EMERGENCY PLEASE NOTIFY: [illegible] Ruth [illegible]
(b) RELATIONSHIP: Wife
(c) STREET AND NUMBER, CITY AND STATE: 820 Pacific Ave. Alameda, California
(d) TELEPHONE NO.: Lakehurst 3-[illegible]

4. DOES THE UNITED STATES GOVERNMENT EMPLOY, IN A CIVILIAN CAPACITY, ANY RELATIVE OF YOURS (EITHER BY BLOOD OR MARRIAGE) WITH WHOM YOU LIVE OR HAVE LIVED WITHIN THE PAST 24 MONTHS? ☐ YES ☒ NO
If so, for each such relative fill in the blanks below. If additional space is necessary, complete under Item 10.

NAME	POST OFFICE ADDRESS (Give street number, if any)	(1) POSITION (2) TEMPORARY OR NOT (3) DEPARTMENT OR AGENCY IN WHICH EMPLOYED	RELATIONSHIP	MARRIED	SINGLE
		1. 2. 3.			
		1. 2. 3.			
		1. 2. 3.			

INDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN	YES	NO
5. ARE YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE TO THE UNITED STATES?	✓	
6. ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY? *If your answer is "Yes", give details in Item 10.*		✓
7. DO YOU RECEIVE ANY ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? *If your answer is "Yes", give in Item 10 reason for retirement, that is, age, optional disability, or by reason of voluntary or involuntary separation after 5 years' service; amount of retirement pay, and under what retirement act, and rating, if retired from military or naval service.*		✓
8. SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT HAVE YOU BEEN DISCHARGED OR FORCED TO RESIGN FOR MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY POSITION? *If your answer is "Yes", give in Item 10 the name and address of employer, date and reason in each case.*		✓
9. HAVE YOU BEEN ARRESTED (NOT INCLUDING TRAFFIC VIOLATIONS FOR WHICH YOU WERE FINED $25 OR LESS) SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT? *If your answer is "Yes", list all such cases under Item 10. Give in each case: (1) The date; (2) the nature of the offense or violation; (3) the name and location of the court; (4) the penalty imposed, if any, or other disposition of the case. If appointed, your fingerprints will be taken.*		✓

10. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS

ITEM NO.	WRITE IN LEFT COLUMN NUMBERS OF ITEMS TO WHICH DETAILED ANSWERS APPLY

INSTRUCTIONS TO APPOINTING OFFICER

The appointing officer before whom the foregoing certificate is made shall determine to his own satisfaction that the appointment would be in conformance with the Civil Service Act, applicable Civil Service Rules and Regulations and Acts of Congress pertaining to appointment.

This form should be checked for finding of office, position, suitability in connection with any record of recent discharge or arrest, and particularly for the following:

(1) *Identity of appointee.*—It is the duty of the appointing officer to guard against impersonation and to determine beyond reasonable doubt that the appointee is the same person whose eligibility was certified. The appointee's signature and handwriting are to be compared with the application or other pertinent papers. [illegible]

(2) *Age.*—If definite age limits have been established for the position, it should be determined that applicant is not outside the age range for appointment. Until such determination is made the appointment may not be consummated.

(3) *Citizenship.*—The appointing officer is responsible for observing the provisions of [illegible] the Civil Service Rules and [illegible] appropriation acts. [illegible]

(4) *Members of Family.*—Section 9 of the Civil Service Act provides that whenever there are already two or more members of a family serving under [illegible]

U. S. GOVERNMENT PRINTING OFFICE [illegible]

14-00000

CONFIDENTIAL
(When Filled In)

RESIDENCE AND DEPENDENCY REPORT

INSTRUCTIONS: Submit in duplicate when ordered overseas or whenever designated place of residence, marital or dependency status changes. This information is important in determining travel expenses allowable in connection with leave at Government expense, overseas duty, return to residence upon separation, and in determining transportation expenses allowable in connection with shipment of remains of employee or member of family.

1. NAME OF EMPLOYEE (Last) McCord (First) James (Middle) Walter Jr.

2. RESIDENCE DATA

PLACE OF RESIDENCE WHEN APPOINTED: Alameda California

LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad): 5701 Floyd Ave, Springfield Virginia

PLACE IN CONTINENTAL U.S. DESIGNATED PERMANENT OR LEGAL RESIDENCE: 5701 Floyd Ave, Springfield Virginia

3. MARITAL STATUS

- [ ] SINGLE
- [x] MARRIED — PLACE OF MARRIAGE: Lamesa Texas — DATE OF MARRIAGE:
- [ ] DIVORCED — PLACE OF DIVORCE DECREE: — DATE OF DIVORCE DECREE:
- [ ] WIDOWED — PLACE SPOUSE DIED: — DATE SPOUSE DIED:

4. MEMBERS OF FAMILY

NAME OF SPOUSE: Sarah Ruth McCord — ADDRESS (Number) (Street) (City) (State): 5701 Floyd Ave Springfield Va. — TELEPHONE: FLeetwood

NAMES OF CHILDREN: Michael Steven McCord, Carolyn Ann McCord, Nancy Ellen McCord — ADDRESS: " — SEX: M, F, F — AGE: 4½ ...

NAME OF FATHER (or male guardian): James W. McCord Sr. — ADDRESS (Number) (Street) (City) (State): ... Texas — TELEPHONE:

NAME OF MOTHER (or female guardian): Marjorie Lee McCord — ADDRESS: same — TELEPHONE: —

5. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY

NAME: Sarah Ruth McCord — RELATIONSHIP: wife

ADDRESS (Number) (Street) (City) (State): 5701 Floyd Ave Springfield Va. — TELEPHONE: FLeetwood 4-7...

THE PERSONS NAMED IN ITEM 4 ABOVE WILL ALSO BE NOTIFIED IN CASE OF EMERGENCY. IF SUCH NOTIFICATION IS NOT DESIRABLE, DUE TO HEALTH OR OTHER PERTINENT REASONS, PLEASE SO STATE UNDER "REMARKS."

VOLUNTARY ENTRIES

THE FOLLOWING AGENCY ENDORSED LIFE AND HOSPITALIZATION INSURANCE POLICIES ARE IN FORCE IN MY NAME: THE "POLICY NO." SHOULD BE ENTERED IF POSSIBLE, SINCE THIS INFORMATION WILL ASSIST IN EXPEDITING ACTION BY THE INSURANCE COMPANY SHOULD A CLAIM BECOME PAYABLE.

6. FULL NAME OF COMPANY	ADDRESS OF HOME OFFICE	POLICY NO.
Mutual Benefit Hospitalization FEGLI	Omaha Nebraska	

7. I HAVE COMPLETED THE FOLLOWING: WILL [ ] YES [ ] NO — POWER OF ATTORNEY [ ] YES [ ] NO

8. REMARKS:

All ... [illegible] ... known to family

SIGNED AT — DATE — SIGNATURE [signature]

FORM NO. 61 REPLACES FORM 37-78
1 JUL 54 WHICH MAY BE USED.

CONFIDENTIAL

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION

1. DATE OF REQUEST: 2 May 1968

2. NAME (Last, First, Middle): MCCORD, JAMES W., JR.

3. POSITION TITLE:

4. GRADE:

5. OFFICE, DIVISION, BRANCH: SEC

6. EMPLOYEE'S EXT.:

7. PURPOSE OF EVALUATION

- [ ] PRE-EMPLOYMENT
- [ ] ENTRANCE ON DUTY
- [ ] TDY STANDBY
- [ ] SPECIAL TRAINING
- [XXX] ANNUAL EXECUTIVE
- [ ] RETURN TO DUTY
- [ ] FITNESS FOR DUTY
- [ ] MEDICAL RETIREMENT
- [ ] HDQS/TDY
- [ ] OVERSEAS ASSIGNMENT

ETD	
STATION	
TDY OR PCS	
TYPE OF COVER	
NO. OF DEPENDENTS TO ACCOMPANY	
NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 89) ATTACHED	

- [ ] RETURN FROM OVERSEAS

ETA	
STATION	
NO. OF DEP.'S	

8. OVERSEAS PLANNING EVALUATION (One block must be checked)

- [ ] YES
- [ ] NO

9. REQUESTING OFFICER

SIGNATURE:

ROOM NO. & BUILDING: EXT.:

10. COMMENTS

QUALIFIED FOR TDY STANDBY
UNTIL 7/20/1969

11. REPORT OF EVALUATION

DONALD FARLEY

DATE: 16 12 68

SIGNATURE FOR CHIEF OF MEDICAL STAFF:

FORM 10-58 259 USE PREVIOUS EDITIONS.

SECRET

(24)

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION

1. DATE OF REQUEST: 6 May 1966

2. NAME (Last, First, Middle): McCord, James W., Jr.

3. POSITION TITLE:

4. GRADE: GS-15

5. OFFICE, DIVISION, BRANCH: SEC

6. EMPLOYEE'S EXT.: 4112

Room # 4E 63

7. PURPOSE OF EVALUATION

- [ ] PRE-EMPLOYMENT
- [ ] ENTRANCE ON DUTY
- [ ] TDY STANDBY
- [ ] SPECIAL TRAINING
- [x] ANNUAL - Executive
- [ ] RETURN TO DUTY
- [ ] FITNESS FOR DUTY
- [ ] MEDICAL RETIREMENT
- [ ] HDQS/TDY
- [ ] OVERSEAS ASSIGNMENT

ETD	
STATION	
TDY OR PCS	
TYPE OF COVER	
NO. OF DEPENDENTS TO ACCOMPANY	
NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 89) ATTACHED	

- [ ] RETURN FROM OVERSEAS

LTA	
STATION	
NO. OF DEP.'S	

8. OVERSEAS PLANNING EVALUATION (One block must be checked)

- [ ] YES
- [ ] NO

9. REQUESTING OFFICER

SIGNATURE:

ROOM NO. & BUILDING: | EXT.:

10. COMMENTS

QUALIFIED FOR TDY ST...
UNTIL May 67
PETER BROWN

11. REPORT OF EVALUATION

[redacted] 19 OCT

QUALIFIED FOR CURRENT DUTIES

DATE:

SIGNATURE FOR CHIEF OF MEDICAL STAFF: PETER BROWN

FORM 10-64 259 USE PREVIOUS EDITIONS.

SECRET

(48)

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION

1. DATE OF REQUEST: 10 July 1964

2. NAME (Last, First, Middle): MCCORD, JAMES W.

3. POSITION TITLE:

4. GRADE:

5. OFFICE, DIVISION, BRANCH: SECURITY

6. EMPLOYEE'S EXT.:

7. PURPOSE OF EVALUATION

- [ ] PRE-EMPLOYMENT
- [ ] ENTRANCE ON DUTY
- [ ] TDY STANDBY
- [ ] SPECIAL TRAINING
- [ ] ANNUAL
- [ ] RETURN TO DUTY
- [ ] FITNESS FOR DUTY
- [ ] MEDICAL RETIREMENT
- [ ] HDQS/TDY
- [ ] OVERSEAS ASSIGNMENT

ETD:
STATION:
TDY OR PCS:
TYPE OF COVER:
NO. OF DEPENDENTS TO ACCOMPANY:
NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 89) ATTACHED:

XXXXXXX RETURN FROM OVERSEAS
XXX

ETA:
STATION: FRANKFURT
NO. OF DEP.'S:

8. OVERSEAS PLANNING EVALUATION (One block must be checked)

- [ ] YES
- [ ] NO

9. REQUESTING OFFICER

SIGNATURE:
ROOM NO. & BUILDING:
EXT.:

10. COMMENTS

11. REPORT OF EVALUATION

QUALIFIED FOR DEPARTMENTAL DUTIES

JOE W. CLINE

DATE:

SIGNATURE FOR CHIEF OF MEDICAL STAFF

FORM 10-59 259 USE PREVIOUS EDITIONS.

SECRET

14-00000

SECRET
(WHEN FILLED IN)

REQUEST FOR MEDICAL EVALUATION

1. NAME (Last) (First) (Middle)		2. DATE OF REQUEST
MC CORD, James W.		11 Feb. '59
3. POSITION TITLE	4. OFFICE, DIVISION AND BRANCH Security	5. GRADE GS-13
6. REQUESTING OFFICER	7. BUILDING AND ROOM NO.	8. EXTENSION 5161

TYPE OF EVALUATION AND REPORT

9. TYPE OF EVALUATION

- [ ] PRE-EMPLOYMENT
- [ ] ENTRANCE ON DUTY
- [ ] OVERSEAS
  - EID
  - STATION
  - TDY-PCS
- [ ] OVERSEAS RETURN
- [ ] TDY STANDBY
- [ ] SPECIAL TRAINING
- [x] ANNUAL
- [ ] RETURN TO DUTY
- [ ] FITNESS FOR DUTY
- [ ] MEDICAL RETIREMENT

10. OVERSEAS PLANNING EVALUATION DESIRED IN ACCORDANCE WITH R 10-200

- [ ] YES
- [ ] NO

9A. REPORT OF MEDICAL EVALUATION

- [ ] QUALIFIED QUALIFIED FOR CURRENT DUTIES
- [ ] DISQUALIFIED

10A. REPORT OF OVERSEAS PLANNING EVALUATION

- [ ] QUALIFIED
- [ ] DISQUALIFIED

11. COMMENTS

DATE OF EVALUATION
16 FEB 1959

[signature]
FOR CHIEF, MEDICAL STAFF

FORM 259 OBSOLETE PREVIOUS EDITIONS.

SECRET

14-00000

SECRET
(WHEN FILLED IN)

REQUEST FOR MEDICAL EVALUATION

1. NAME (LAST)	(FIRST)	(MIDDLE)	2. DATE OF REQUEST
MCCORD	JAMES	W., JR.	15 January 1962

3. POSITION TITLE	4. OFFICE, DIVISION AND BRANCH	5. GRADE
Security Officer	Security	GS-15
6. REQUESTING OFFICER	7. BUILDING AND ROOM NO.	8. EXTENSION
Jack J. Beck	4E63 Langley	5643

TYPE OF EVALUATION AND REPORT

9. TYPE OF EVALUATION

- [ ] PRE-EMPLOYMENT
- [ ] ENTRANCE ON DUTY
- [ ] OVERSEAS

ETD
STATION
TDY-PCS

- [ ] OVERSEAS RETURN
- [x] TDY STANDBY
- [ ] SPECIAL TRAINING
- [ ] ANNUAL
- [ ] RETURN TO DUTY
- [ ] FITNESS FOR DUTY
- [ ] MEDICAL RETIREMENT

10. OVERSEAS PLANNING EVALUATION DESIRED IN ACCORDANCE WITH R 15-200

- [ ] YES
- [ ] NO

9A. REPORT OF MEDICAL EVALUATION

- [ ] QUALIFIED
- [ ] DISQUALIFIED

10A. REPORT OF OVERSEAS PLANNING EVALUATION

- [ ] QUALIFIED
- [ ] DISQUALIFIED

11. COMMENTS

Re evaluation for TDY Standby

QUALIFIED FOR [illegible] to 3 Jan 1963

DATE OF EVALUATION	SIGNATURE FOR CHIEF, MEDICAL STAFF
3 JAN [illegible]	[signature]

FORM 5-60 259 OBSOLETE PREVIOUS EDITIONS.

SECRET

14-00000

SECRET
(WHEN FILLED IN)

REQUEST FOR MEDICAL EVALUATION

1. NAME (Last)	(First)	(Middle)	2. DATE OF REQUEST
McCORD	JAMES	W.	18 December 1961
3. POSITION TITLE: Security Officer	4. OFFICE, DIVISION AND BRANCH: Security		5. GRADE: GS-15
6. REQUESTING OFFICER: [signature]	7. BUILDING AND ROOM NO.: 4E63 Langley		8. EXTENSION: 5643

TYPE OF EVALUATION AND REPORT

9. TYPE OF EVALUATION

- [ ] PRE-EMPLOYMENT
- [ ] ENTRANCE ON DUTY
- [X] OVERSEAS
  - ETD: May 1962
  - STATION: Frankfurt, Germany
  - TDY-PCS: PCS
  - DAC Cover
- [ ] OVERSEAS RETURN
- [ ] TDY STANDBY
- [ ] SPECIAL TRAINING
- [ ] ANNUAL
- [ ] RETURN TO DUTY
- [ ] FITNESS FOR DUTY
- [ ] MEDICAL RETIREMENT

10. OVERSEAS PLANNING EVALUATION DESIRED IN ACCORDANCE WITH R 10-200

- [X] YES
- [ ] NO

9A. REPORT OF MEDICAL EVALUATION

- [ ] QUALIFIED
- [ ] DISQUALIFIED

10A. REPORT OF OVERSEAS PLANNING EVALUATION

- [ ] QUALIFIED
- [ ] DISQUALIFIED

11. COMMENTS

DATE OF EVALUATION	SIGNATURE FOR CHIEF, MEDICAL STAFF
	[signature]

FORM 3-60 259 OBSOLETE PREVIOUS EDITIONS

SECRET

(36)

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION

1. DATE OF REQUEST: 15 August 1960

2. NAME (Last, First, Middle): McCORD, James W.

3. POSITION TITLE: Investigator

4. GRADE: GS-15

5. OFFICE, DIVISION, BRANCH: Security

6. EMPLOYEE'S EXT.: 2063

7. PURPOSE OF EVALUATION

- [ ] PRE-EMPLOYMENT
- [ ] ENTRANCE ON DUTY
- [ ] OVERSEAS RETURN
- [x] TDY STANDBY
- [ ] SPECIAL TRAINING
- [ ] ANNUAL
- [ ] RETURN TO DUTY
- [ ] FITNESS FOR DUTY
- [ ] MEDICAL RETIREMENT

- [ ] OVERSEAS ASSIGNMENT

ETD	
STATION	
TDY OR PCS	
TYPE OF COVER	
NO. OF DEPENDENTS TO ACCOMPANY	
NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 89) ATTACHED	

8. OVERSEAS PLANNING EVALUATION (One block must be checked)

- [ ] YES
- [ ] NO

9. REQUESTING OFFICER

SIGNATURE: Robert J. Hayes

ROOM NO. & BUILDING: 1309 Ego Bld.

EXT.: 2064

10. REPORT OF EVALUATION

QUALIFIED FOR PROPOSED TDY STAND BY
till 6 Sept 61

DATE

SIGNATURE OF CHIEF OF MEDICAL STAFF

FORM 10-59 259 USE PREVIOUS EDITIONS

SECRET

(28)

SECRET
(When Filled In)

MEDICAL ACTION REQUEST AND REPORT

I REQUEST FOR PHYSICAL EXAMINATION BY

1. NAME (Last) McCord (First) James (Middle) W., Jr.
2. DATE 19 June 1956
3. TO POSITION Investigator (CI)
4. OFFICE, DIVISION, BRANCH Security
5. GRADE GS-13
6. TYPE OF POSITION
   - [xxx] Departmental
   - [ ] U.S. Field
   - [ ] Overseas
7. EVALUATE FOR
   - [ ] EOD
   - [xxx] Overseas
   - [ ] Returnee
   - [ ] Pre-Employment
   - [ ] Annual
   - [ ] Special (Specify)

   Tdy - Holland

II REPORT OF MEDICAL EVALUATION

- [ ] Qualified for Full Duty (General)
- [ ] Qualified for Departmental Duty Only
- [ ] Qualified for Full Duty (Special)
- [ ] Disqualified

Remarks: Subject is qualified for Departmental Duties and T.Y, 1 months. (6/26/56) May be re-evaluated upon request.

[signature]
MEDICAL OFFICER

SECRET

14-00000

MEDICAL ACTION REQUEST AND REPORT

I REQUEST FOR PHYSICAL EXAMINATION BY

1. NAME (Last)	(First)	(Middle)	2. DATE
McCORD,	JAMES	WALTER JR.	8 September 1954
3. TO POSITION	4. OFFICE, DIVISION, BRANCH		5. GRADE
S.O.	Security		GS-13

6. TYPE OF POSITION
- [ ] Departmental
- [ ] U.S. Field
- [ ] Overseas

7. EVALUATE FOR
- [ ] EOD
- [ ] Overseas
- [ ] Returnee
- [ ] Pre-Employment
- [XX] Annual
- [ ] Special (Specify)

II REPORT OF MEDICAL EVALUATION

- [X] Qualified for Full Duty (General)
- [ ] Qualified for Departmental Duty Only
- [ ] Qualified for Full Duty (Special)
- [ ] Disqualified

Remarks: Full duty/General (9-28-54)

Notified to State 6 Oct [illegible]

File

SECRET

[signature] Mackin

MEDICAL OFFICE

LLC

SECRET
(When Filled In)

QUALIFICATIONS UPDATE

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING. TYPE OR PRINT. AVOID USING LIGHT COLORED INKS

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 444j, "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 5E-13 Headquarters, whether information is added or not.

Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative.

SECTION I — BIOGRAPHIC AND POSITION DATA

EMP. SER. NO.	NAME (Last-First-Middle)	DATE OF BIRTH
058124	MC CORD, James Walter, Jr.	26 January 1924

SECTION II — EDUCATION

HIGH SCHOOL

LAST HIGH SCHOOL ATTENDED	ADDRESS (City, State, Country)	YEARS ATTENDED (From-To)	GRADUATE ☐ YES ☐ NO

COLLEGE OR UNIVERSITY STUDY

NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT MAJOR	SUBJECT MINOR	YEARS ATTENDED FROM--TO--	DEGREE RECEIVED	YEAR RECEIVED	NO. SEM/QTR. HRS. (Specify)
1.						
2.						

IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.

TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS

OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS
1.				
2.				

SECTION III — MARITAL STATUS

1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried) SPECIFY:
2. NAME OF SPOUSE (Last) (First) (Middle) (Maiden)
3. DATE OF BIRTH
4. PLACE OF BIRTH (City, State, Country)
5. OCCUPATION
6. PRESENT EMPLOYER
7. CITIZENSHIP
8. FORMER CITIZENSHIP(S) COUNTRY(IES)
9. DATE U.S. CITIZENSHIP ACQUIRED

SECTION IV — DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE

NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS
1. ☐ ADD ☐ DELETE				
2. ☐ ADD ☐ DELETE				

FORM 4-66 444

SECRET

SECRET
(when filled in)

SECTION V GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL

NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	KNOWLEDGE ACQUIRED BY: (CHECK (X)) RESIDENCE	TRAVEL	STUDY	WORK ASSIGNMENT
			Mar 1 11 00 AM '69				
1							
2							

SECTION VI TYPING AND STENOGRAPHIC SKILLS

1. TYPING (WPM) | 2. SHORTHAND (WPM) | 3. INDICATE SHORTHAND SYSTEM USED (CHECK (X) APPROPRIATE ITEM)
☐ GREGG ☐ SPEEDWRITING ☐ STENOTYPE ☐ OTHER (SPECIFY)

SECTION VII SPECIAL QUALIFICATIONS

PROVIDE INFORMATION ON HOBBIES, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED

SECTION VIII MILITARY SERVICE

CURRENT DRAFT STATUS

1. HAS YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED? ☐ YES ☐ NO
2. NEW CLASSIFICATION
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS
4. IF DEFERRED, GIVE REASON

MILITARY RESERVE, NATIONAL GUARD STATUS

CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG: ☐ ARMY ☐ NAVY ☐ MARINE CORPS ☐ AIR FORCE ☐ COAST GUARD ☐ NATIONAL GUARD ☐ AIR NATIONAL GUARD

1. CURRENT RANK, GRADE OR RATING
2. DATE OF APPOINTMENT IN CURRENT RANK
3. EXPIRATION DATE OF CURRENT OBLIGATION
4. CHECK CURRENT RESERVE CATEGORY ☐ READY RESERVE ☐ STANDBY (active) ☐ STANDBY (inactive) ☐ RETIRED ☐ DISCHARGED
5. MILITARY MOBILIZATION ASSIGNMENT
6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED

MILITARY SCHOOLS COMPLETED (Extended Active, Reserve Duty, or as Civilian)

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	DATE COMPLETED	RESIDENT / AGENCY-SPONSORED

SECTION IX PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS

NAME AND CHAPTER	ADDRESS (Number, Street, City, State, Country)	DATE OF MEMBERSHIP FROM	TO
1. Council on Exceptional Children (CEC)	1201 16th Street, NW Washington, D.C.	1968	1969
2. National Association on Retarded Children (NARC)	450 Lexington Avenue New York City	1968	1969
3			

SECTION X REMARKS

DATE: 17 April 1969

SIGNATURE OF EMPLOYEE:

SECRET

14-00000

SECRET
(When Filled In)

QUALIFICATIONS UPDATE

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING. TYPE OR PRINT. AVOID USING LIGHT COLORED INKS

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 444j, "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 5E-13 Headquarters, whether information is added or not.

Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative.

SECTION I — BIOGRAPHIC AND POSITION DATA

EMP. SER. NO.	NAME (Last-First-Middle)	DATE OF BIRTH
056124	McCORD, James W., Jr.	26 Jan 1924

SECTION II — EDUCATION

HIGH SCHOOL

LAST HIGH SCHOOL ATTENDED	ADDRESS (City, State, Country)	YEARS ATTENDED (From-To)	GRADUATE
No Change			☐ YES ☐ NO

COLLEGE OR UNIVERSITY STUDY

NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT — MAJOR	SUBJECT — MINOR	YEARS ATTENDED (From-To)	DEGREE RECEIVED	YEAR RECEIVED	NO. SEM. QTR. HRS. (Specify)
1.						
2. No Change						

IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.

TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS

OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS
1.				
2.				

SECTION III — MARITAL STATUS

1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried) (Specify)

2. NAME OF SPOUSE (Last) (First) (Middle) (Maiden)

No Change

3. DATE OF BIRTH | 4. PLACE OF BIRTH (City, State, Country)

5. OCCUPATION | 6. PRESENT EMPLOYER

7. CITIZENSHIP | 8. FORMER CITIZENSHIP (List countries) | 9. DATE U.S. CITIZENSHIP ACQUIRED

SECTION IV — DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE

			PERMANENT ADDRESS
1.			
2. No Change			
3.			

4430 SECRET

SECRET
(When Filled In)

SECTION V — GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL

NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF LATEST VISIT	KNOWLEDGE ACQUIRED BY: RESIDENCE	TRAVEL	STUDY	WORK ASSIGNMENT
1. No Change							
2.							

SECTION VI — TYPING AND STENOGRAPHIC SKILLS

1. TYPING (WPM) 2. SHORTHAND (WPM) 3. INDICATE SHORTHAND SYSTEM USED - CHECK (X) APPROPRIATE ITEM
☐ GREGG ☐ SPEEDWRITING ☐ STENOTYPE ☐ OTHER (Specify)

SECTION VII — SPECIAL QUALIFICATIONS

PROVIDE INFORMATION ON HOBBIES, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED

No Change

SECTION VIII — MILITARY SERVICE

No Change

CURRENT DRAFT STATUS

1. HAS YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED? ☐ YES ☐ NO
2. NEW CLASSIFICATION
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS
4. IF DEFERRED, GIVE REASON

MILITARY RESERVE, NATIONAL GUARD STATUS

CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG: ☐ ARMY ☐ NAVY ☐ MARINE CORPS ☐ AIR FORCE ☐ COAST GUARD ☐ NATIONAL GUARD ☐ AIR NATIONAL GUARD

1. CURRENT RANK, GRADE OR RATE 2. DATE OF APPOINTMENT IN CURRENT RANK 3. EXPIRATION DATE OF CURRENT OBLIGATION

4. CHECK CURRENT RESERVE CATEGORY ☐ READY RESERVE ☐ STANDBY (active) ☐ STANDBY (inactive) ☐ RETIRED ☐ DISCHARGED

5. MILITARY MOBILIZATION ASSIGNMENT 6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED

MILITARY SCHOOLS COMPLETED (Extended Active, Reserve Duty, or as Civilian)

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	DATE COMPLETED	RESIDENT / AGENCY-SPONSORED
Add: Air Special Warfare Course	Counterinsurgency	Mar. 68	X Agency-sponsored

SECTION IX — PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS

NAME AND CHAPTER	ADDRESS (Number, Street, City, State, Country)	DATE OF MEMBERSHIP FROM	TO
1. No Change			
2.			
3.			

SECTION X — REMARKS

DATE: 22 April 1969

SIGNATURE OF EMPLOYEE: [signature]

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OFFICIAL USE ONLY

QUALIFICATIONS SUPPLEMENT TO PERSONAL HISTORY STATEMENT

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING. TYPE OR PRINT. AVOID USING LIGHT COLORED INKS.

SECTION I — BIOGRAPHIC AND POSITION DATA

1. EMP. SER. NO.	2. NAME (Last-First-Middle)	3. SEX	4. DATE OF BIRTH	5. SCHEDULE, GRADE, STEP
058124	MCCORD JAMES W JR	M	01/26/24	GS-15-06

6. SD	7. POSITION TITLE	8. OFFICE OF ASSIGNMENT	9. LOCATION (City, Country)
SS	ELECT ENG AUDIO SUPP	SEC	WASH., D.C.

SECTION II — AGENCY OVERSEAS SERVICE

AREA	TYPE TOUR	FROM	TO
EUROPEAN AREA	TDY 24	56/07/01	56/08/01
EUROPEAN AREA	TDY 31	59/10/05	59/10/17
EUROPEAN AREA	TDY 24	60/08/15	60/08/22
EUROPEAN AREA	TDY 24	61/03/12	61/03/22
EUROPEAN AREA	TDY 24	61/08/12	61/08/29
EUROPEAN AREA	TDY 24	61/10/06	61/10/16
EUROPEAN AREA	TDY 54	62/04/01	62/04/14
GERMANY	PCS 16	62/06/09	64/06/12
		Y M D	Y M D

OVERSEAS DATA
CODED
DATE: 7 Jul 67 INITIALS: [illegible]

SECTION III — EDUCATION

DEGREE	MAJOR FIELD	COLLEGE	YEAR
	~~NO COLLEGE DEGREE ON RECORD~~		
M.S.	International Affairs	George Washington University	1965
BBA	Business Administration	University of Texas	1948

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SECTION III — EDUCATION (Cont'd)

HIGH SCHOOL

LAST HIGH SCHOOL ATTENDED	ADDRESS	YEARS ATTENDED (From - To)	GRADUATE
Electra High School	Electra, Texas	1937-40	[X] Yes [ ] No

COLLEGE OR UNIVERSITY STUDY

NAME AND LOCATION OF COLLEGE OR UNIVERSITY	MAJOR	MINOR	YEARS ATTENDED (From - To)	DEGREE RECEIVED	YEAR RECEIVED	NO. SEM./QTR. HRS. Credit
George Washington University and American Univ., Washington, DC	PhD work in Internat. Affairs		1966-67	---	---	50
George Wash. Univ., Wash., DC	Internat. Affairs		1964-65	M.S.	1965	30
Lincoln Law School, Oakland, Calif.	Law		1951	---	---	1 year
University of Texas, Austin, Tex.	Business		1946-48	BBA	1948	120

IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE, WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT

1965 Masters Thesis: "The Sino-Soviet Struggle for Power in Africa," a 200-page thesis from unclassified sources comparing the efforts of the Sino-Soviets for influence in Africa and the comparative strengths of the local communist parties there.

TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS
1.				
2.				
3.				

OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS
1.				
2.				
3.				
4.				
5.				

AGENCY-SPONSORED EDUCATION

Specify which, if any, of the education shown in Section III was Agency sponsored

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS
1. Air War College, Montgomery, Ala.	National Strategy and International Affairs	1964	1965	10
2.				
3.				
4.				
5.				

SECTION IV — GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL

NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	KNOWLEDGE ACQUIRED BY: RESIDENCE	TRAVEL	STUDY	CHECK (✓) WORK ASSIGNMENT
Europe (Germany & WE)	TDY & PCS	1957-64	Germany & Western Europe	x	x		x

SECTION V — TYPING AND STENOGRAPHIC SKILLS

1. TYPING (WPM)
2. SHORTHAND (WPM)
3. INDICATE SHORTHAND SYSTEM USED - CHECK (✓) APPROPRIATE ITEM
☐ GREGG ☐ SPEEDWRITING ☐ STENOTYPE ☐ OTHER SPECIFY
4. INDICATE OTHER BUSINESS MACHINES WITH WHICH YOU HAVE HAD OPERATING EXPERIENCE OR TRAINING (comptometer, mimeograph, card punch, etc.)

SECTION VI — SPECIAL QUALIFICATIONS

1. LIST ALL HOBBIES AND SPORTS IN WHICH YOU ARE ACTIVE OR HAVE ACTIVELY PARTICIPATED. INDICATE YOUR PROFICIENCY IN EACH.

Golf - fair

2. EXCLUDING BUSINESS EQUIPMENT OR MACHINES WHICH YOU MAY HAVE LISTED IN ITEM 4 - SECTION V - LIST ANY SPECIAL SKILLS YOU POSSESS RELATING TO OTHER EQUIPMENT AND MACHINES, SUCH AS OPERATION OF RADIO TRANSMITTERS (indicate CW speed sending & receiving), OFFSET PRESS, TURRET LATHE, EDP AND OTHER SCIENTIFIC & PROFESSIONAL DEVICES.

3. ARE YOU NOW OR HAVE YOU EVER BEEN A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION SUCH AS PILOT, ELECTRICIAN, RADIO OPERATOR, TEACHER, LAWYER, CPA, MEDICAL TECHNICIAN, PSYCHOLOGIST, PHYSICIAN, ETC.? ☐ YES ☒ NO

4. IF YOU HAVE ANSWERED "YES" TO ITEM 3 ABOVE, INDICATE KIND OF LICENSE OR CERTIFICATION AND THE ISSUING STATE, MUNICIPALITY, ETC. (Provide license registry number if known)

5. FIRST LICENSE/CERTIFICATE (year of issue)

6. LATEST LICENSE/CERTIFICATE (year of issue)

7. LIST ANY SIGNIFICANT PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR. (Do NOT submit copies unless requested). INDICATE THE TITLE, PUBLICATION DATE, AND TYPE OF WRITING (non-fiction or scientific articles, general interest subjects, novels, short stories, etc.)

8. INDICATE ANY DEVICES WHICH YOU HAVE INVENTED AND STATE WHETHER OR NOT THEY ARE PATENTED.

9. PUBLIC SPEAKING [illegible]
Presentations at P [illegible] schools and
Internally at Agency-sponsored courses

SECTION VII — **MILITARY SERVICE**

CURRENT DRAFT STATUS

1. ARE YOU REGISTERED FOR THE DRAFT? ☐ YES ☒ NO	2. SELECTIVE SERVICE CLASSIFICATION
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS	4. IF DEFERRED, GIVE REASON

MILITARY SERVICE RECORD (Active Duty Only)

1. MILITARY ORGANIZATION (Army, Navy, etc. - specify)	2. BRANCH OF CORPS	3. DATES OF SERVICE (extended active duty)
Army	Air Corps	FROM 1945 TO 1945

4. STATUS (Regular, Reserve, etc. - specify)	5. RANK, GRADE OR RATE (at separation from service)	6. SERIAL, SERVICE OR FILE NUMBER
Regular	Lt.	FV 3[illegible]263

7. CHECK TYPE OF SEPARATION

- ☒ HONORABLE DISCHARGE
- ☐ RELEASE TO INACTIVE DUTY
- ☐ RETIREMENT FOR AGE
- ☐ RETIREMENT FOR SERVICE
- ☐ RETIREMENT FOR COMBAT DISABILITY
- ☐ RETIREMENT FOR PHYSICAL DISABILITY
- ☐ UNDUE HARDSHIPS
- ☐ OTHER (Specify)

8. BRIEF DESCRIPTION OF MILITARY DUTIES (record the duties and skills which best describe your work or function in the military service)

Active Duty - Navigator - Bombardier duties
Reserve - Intelligence Officer

MILITARY RESERVE, NATIONAL GUARD STATUS

CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG

- ☐ ARMY
- ☐ NAVY
- ☐ MARINE CORPS
- ☒ AIR FORCE
- ☐ COAST GUARD
- ☐ NATIONAL GUARD
- ☐ AIR NATIONAL GUARD

1. CURRENT RANK, GRADE OR RATE	2. DATE OF APPOINTMENT IN CURRENT RANK	3. EXPIRATION DATE OF CURRENT RESERVE OBLIGATION
Major	1962	---

4. CHECK CURRENT RESERVE CATEGORY: ☒ READY RESERVE ☐ STANDBY active ☐ STANDBY inactive ☐ RETIRED ☐ DISCHARGED

5. BRIEF DESCRIPTION OF MILITARY RESERVE DUTIES (record the duties and skills which best describe your work or function in the military service)

Intelligence Officer

6. IF YOU ARE CURRENTLY ASSIGNED TO A RESERVE OR NATIONAL GUARD TRAINING UNIT, IDENTIFY THE UNIT AND ITS ADDRESS

Agency Unit

MILITARY SCHOOLS COMPLETED (Active Duty, Reserve Status or as Civilian)

	NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	DATE COMPLETED	
1	Air War College, Montgomery, Ala.	National Strategy	1965	[illegible]
2				
3				
4				
5				

SECTION VIII — AGENCY EMPLOYMENT HISTORY

1. INCLUSIVE DATES (From-To-by month & year)	2. LOCATION (Country, City)	3. DIRECTORATE OFFICE OR DIVISION, BRANCH
August 1965 - present	Washington, D.C.	OS/Technical Division

4. TITLE OF JOB	5. GRADES HELD IN JOB
Chief, Technical Division	GS-15

6. DESCRIPTION OF DUTIES

Supervision of the Office of Security audio countermeasures program domestically and overseas.

1. INCLUSIVE DATES (From-To-by month & year)	2. LOCATION (Country, City)	3. DIRECTORATE OFFICE OR DIVISION, BRANCH
Aug 64-Aug 65	Montgomery, Alabama	OS

4. TITLE OF JOB	5. GRADES HELD IN JOB
student-Air War College	GS-15

6. DESCRIPTION OF DUTIES

Agency-sponsored - student at Air War College, study of national strategy & international affairs.

1. INCLUSIVE DATES (From-To-by month & year)	2. LOCATION (Country, City)	3. DIRECTORATE OFFICE OR DIVISION, BRANCH
June 62-Aug 64	Germany, Frankfurt	EE/Security Branch

4. TITLE OF JOB	5. GRADES HELD IN JOB
Chief, Security Branch, German Station	GS-15

6. DESCRIPTION OF DUTIES

Chief of Security Branch activities in behalf of the German Station and supervision of certain security functions, such as polygraph and audio countermeasures, performed elsewhere in Western European area for the Agency.

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SECTION VIII — **AGENCY EMPLOYMENT HISTORY (Cont'd)**

1. INCLUSIVE DATES (From-To-by month & year)	2. LOCATION (Country, City)	3. DIRECTORATE OFFICE OR DIVISION BRANCH
June 60-Jun 62	USA/Washington, D.C.	OS/Security Research Staff
4. TITLE OF JOB: Deputy Chief		5. GRADES HELD IN JOB: GS-15

6. DESCRIPTION OF DUTIES

Deputy Staff Chief, supervision of security research activities in behalf of the Office of Security

1. INCLUSIVE DATES (From-To-by month & year)	2. LOCATION (Country, City)	3. DIRECTORATE OFFICE OR DIVISION, BRANCH
Aug 53-Jun 60	USA/Washington, D.C.	OS/Security Research Staff
4. TITLE OF JOB: Security Research Officer		5. GRADES HELD IN JOB: GS-12 to GS-15

6. DESCRIPTION OF DUTIES

Security research in behalf of the Office of Security

1. INCLUSIVE DATES (From-To-by month & year)	2. LOCATION (Country, City)	3. DIRECTORATE OFFICE OR DIVISION BRANCH
Jun 53-Aug 53	USA/Washington, D.C.	OS/IOS
4. TITLE OF JOB: Investigator		5. GRADES HELD IN JOB: GS-12

6. DESCRIPTION OF DUTIES

Investigative supervision of certain field investigations of IOS.

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(When Filled In)

SECTION IX — MARITAL STATUS

1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried) SPECIFY: Married

2. NAME OF SPOUSE

Last	First	Middle	Maiden
McCORD	Sarah	Ruth	Berry

3. DATE OF BIRTH	4. PLACE OF BIRTH (City, State, Country)	
1927	Lamesa, Texas	
5. OCCUPATION	**6. PRESENT EMPLOYER**	
Housewife	---	
7. CITIZENSHIP	**8. FORMER CITIZENSHIP(S) COUNTRY(IES)**	**9. DATE U.S. CITIZENSHIP ACQUIRED**
USA	---	---

SECTION X — DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE

NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS
Michael Steven McCord	Son	1951 Oakland, Calif	US	Springfield, Va.
Carol Anne McCord	Dau.	1953 Washington, DC	US	"
Nancy Ellen McCord	Dau.	1955 Washington, DC	US	"

SECTION XI — PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS

NAME AND CHAPTER	ADDRESS (Number, Street, City, State, Country)	DATE OF MEMBERSHIP FROM	TO
Air Force Association	Washington, D.C.	1951	Pres.

DATE	SIGNATURE OF EMPLOYEE
13 Apr 67	James W. McCord Jr.

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PERSONNEL SERIAL NO.	CERTIFICATION FOR LANGUAGE AWAR	CO NO.
158124		192

1. NAME (Last, First, Middle)	2. DATE OF BIRTH (Month, Day, Year)
McCORD, James Walter	January 26, 1924

3. CAREER STATUS	4. SD	5. COMPONENT
		08

6. LANGUAGE	CODE	7. DATE OF TEST (Month, Day, Year)	8. ANNIVERSARY DATE (Month, Day, Year)
Russian	654	August 29, 1957	29 Aug 57

9. TEST SCORES	READING	WRITING	PRONUNCIATION	SPEAKING	UNDERSTANDING
	S	--	S	S	S

10. AWARDABLE LEVEL	COMPREHENSIVE ELEM.	COMPREHENSIVE INTER.	COMPREHENSIVE HIGH	SPECIALIZED-READING ELEM.	SPECIALIZED-READING INTER.	SPECIALIZED-READING HIGH	SPECIALIZED-SPEAKING ELEM.	SPECIALIZED-SPEAKING INTER.	SPECIALIZED-SPEAKING HIGH	NOT QUALIFIED AT ANY LEVEL
				[illegible]						

11. I CERTIFY THAT THE ABOVE NAMED EMPLOYEE IS ELIGIBLE FOR THE AWARD INDICATED, HAVING MET ALL THE REQUIREMENTS FOR SAID AWARD.

DATE	SIGNATURE

12. TYPE OF AWARD

UP	NEW	PAR	CERT	EXTN
II	A	V	R	ele

AMOUNT OF AWARD: $100.—

13. I CERTIFY FUNDS ARE AVAILABLE

OBLIGATION REF. NO.	SIGNATURE

CHARGE ALLOTMENT NO.	DATE

14. FEDERAL TAX DEDUCTION	$	15. EMPLOYEE PAYROLL NO.
16. STATE/DC TAX DEDUCTION	$	17. ALLOTMENT OF ASSIGNMENT
18. NET AMOUNT OF AWARD PAID	$	19. CHECK NUMBER ISSUED / DATE

20. FORWARD CHECK TO

FORM 7-57 1273 SECRET (45)

PERSONAL HISTORY STATEMENT

Instructions: 1. Answer all questions completely. If question is not applicable write "NA." Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use the blank pages at the end of this form for extra details on any question or questions for which you do not have sufficient room.

2. Type, print, or write carefully; illegible or incomplete forms will not receive consideration.

HAVE YOU READ AND DO YOU UNDERSTAND THE INSTRUCTIONS? .... (Yes or No)

SEC. 1. PERSONAL BACKGROUND

A. FULL NAME (Use No Initials) Mr. / Miss / Mrs. [illegible] James (First) Walter (Middle) McCord Jr. (Last)

Telephone: Office .... Ext. .... Home Lakehurst 3-[illegible]

PRESENT ADDRESS 320 Pacific Avenue, (St. and Number) Alameda, (City) California, (State) USA (Country)

PERMANENT ADDRESS 320 Pacific Avenue, (St. and Number) Alameda, (City) California, (State) USA (Country)

B. NICKNAME Jim WHAT OTHER NAMES HAVE YOU USED? none

.... UNDER WHAT CIRCUMSTANCES HAVE YOU EVER USED THESE NAMES? ....

HOW LONG? .... IF A LEGAL CHANGE, GIVE PARTICULARS ....

.... (Where?) .... (By what authority)

C. DATE OF BIRTH 1/2[illegible] PLACE OF BIRTH Waurika (City) Oklahoma (State) USA (Country)

D. PRESENT CITIZENSHIP U. S. (Country) BY BIRTH? Yes BY MARRIAGE? ....

BY NATURALIZATION CERTIFICATE NO. .... ISSUED .... (Date) BY .... (Court)

AT .... (City) .... (State) .... (Country)

HAVE YOU HAD A PREVIOUS NATIONALITY? No (Yes or No) .... (Country)

HELD BETWEEN WHAT DATES? .... TO .... ANY OTHER NATIONALITY? .... (Country)

GIVE PARTICULARS ....

HAVE YOU TAKEN STEPS TO CHANGE PRESENT CITIZENSHIP? No GIVE PARTICULARS: ....

E. IF BORN OUTSIDE U. S. WHEN DID YOU FIRST ARRIVE IN THIS COUNTRY? NA

PORT OF ENTRY? .... ON PASSPORT OF WHAT COUNTRY? ....

LAST U. S. VISA .... (Number) .... (Type) .... (Place of Issue) .... (Date of Issue)

SEC. 2. PHYSICAL DESCRIPTION

AGE 27 SEX Male HEIGHT 5'10" WEIGHT 170

EYES Brown HAIR [illegible] COMPLEXION [illegible] SCARS none

BUILD [illegible] OTHER DISTINGUISHING FEATURES none

SEC. 3. MARITAL STATUS

A. SINGLE .... MARRIED X DIVORCED .... WIDOWED ....

STATE DATE, PLACE, AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS none

B. WIFE OR HUSBAND (IF YOU HAVE BEEN MARRIED MORE THAN ONCE—INCLUDING ANNULMENTS—USE A SEPARATE SHEET FOR FORMER WIFE OR HUSBAND GIVING DATA REQUIRED BELOW FOR ALL PREVIOUS MARRIAGES.)

NAME OF SPOUSE Sarah (First) Ruth (Middle) [illegible] (Maiden) [illegible] (Last)

PLACE AND DATE OF MARRIAGE [illegible], Texas, USA, May 30, 19[illegible]

HIS (OR HER) ADDRESS BEFORE MARRIAGE Route [illegible] (St. and Number) [illegible] (City) Texas (State) USA (Country)

LIVING OR DECEASED Living DATE OF DECEASE .... CAUSE ....

PRESENT, OR LAST, ADDRESS 820 Pacific Ave (St. and Number) Alameda (City) Calif (State) USA (Country)

DATE OF BIRTH [illegible]/27/27 PLACE OF BIRTH [illegible] (City) Texas (State) USA (Country)

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY NA

CITIZENSHIP U. S. WHEN ACQUIRED? Birth WHERE? .... (City) (State) (Country)

OCCUPATION Secretary-Steno LAST EMPLOYER University of California

EMPLOYER'S OR BUSINESS ADDRESS .... (St. and Number) Berkeley, (City) California (State) (Country)

MILITARY SERVICE FROM none (Date) TO .... (Date) BRANCH OF SERVICE ....

COUNTRY .... DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN

Secretary-Steno, U. S. Army-Air Force Central [illegible] Fund, Pentagon Bldg., Washington, D. C. Nov. [illegible] - Jan [illegible]

16-[illegible]

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SEC. 4. CHILDREN OR DEPENDENTS (Include partial dependents):

1. NAME None, no dependents other than wife RELATIONSHIP .... AGE ....
CITIZENSHIP .... ADDRESS .... (St. and Number) (City) (State) (Country)

2. NAME .... RELATIONSHIP .... AGE ....
CITIZENSHIP .... ADDRESS .... (St. and Number) (City) (State) (Country)

3. NAME .... RELATIONSHIP .... AGE ....
CITIZENSHIP .... ADDRESS .... (St. and Number) (City) (State) (Country)

SEC. 5. FATHER (Give the same information for stepfather and/or guardian on a separate sheet)

FULL NAME James (First) Walton (Middle) McCord Sr. (Last)
LIVING OR DECEASED Living DATE OF DECEASE .... CAUSE ....
PRESENT, OR LAST, ADDRESS Box 236 (St. and Number) Thorndale (City) Texas (State) USA (Country)
DATE OF BIRTH 12/1[illegible]/[illegible] PLACE OF BIRTH Waldron, (City) [illegible], (State) USA (Country)
IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY NA
CITIZENSHIP U. S. WHEN ACQUIRED? Birth WHERE? .... (City) (State) (Country)
OCCUPATION School Teacher LAST EMPLOYER Thorndale High School
EMPLOYER'S OR OWN BUSINESS ADDRESS [illegible], (St. and Number) Thorndale, (City) Texas, (State) USA (Country)
MILITARY SERVICE FROM none (Date) TO .... (Date) BRANCH OF SERVICE ....
COUNTRY .... DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN
none

SEC. 6. MOTHER (Give the same information for stepmother on a separate sheet)

FULL NAME [illegible]jorie (First) Lee (Middle) McCord (Last)
LIVING OR DECEASED Living DATE OF DECEASE .... CAUSE ....
PRESENT, OR LAST, ADDRESS Box 236 (St. and Number) Thorndale (City) Texas (State) USA (Country)
DATE OF BIRTH 3/[illegible]/07 PLACE OF BIRTH Colo[illegible], Texas, U.S.A
CITIZENSHIP U. S. WHEN ACQUIRED? Birth WHERE? .... (City) (State) (Country)
IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY NA

[illegible]

OCCUPATION Housewife .... LAST EMPLOYER [illegible]

EMPLOYER'S OR OWN BUSINESS ADDRESS .... (St. and Number) .... (City) .... (State) .... (Country)

MILITARY SERVICE FROM none .... TO .... BRANCH OF SERVICE ....

COUNTRY .... DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN

.... none ....

SEC. 7. BROTHERS AND SISTERS (Including half-, step-, and adopted brothers and sisters):

1. FULL NAME Bobby (First) Kyle (Middle) McCord (Last) AGE 17
   PRESENT ADDRESS Box 236 (St. and Number) Thorndale (City) Texas (State) USA (Country) U. S. (Citizenship)

2. FULL NAME Herman Gayle (First) McCord (Middle) .... (Last) AGE 8
   PRESENT ADDRESS Box 236 (St. and Number) Thorndale (City) Texas (State) USA (Country) U. S. (Citizenship)

3. FULL NAME [illegible] (First) Mae (Middle) Moss (Last) AGE 25
   PRESENT ADDRESS Box 304 (St. and Number) Holliday (City) Texas (State) USA (Country) U. S. (Citizenship)

4. FULL NAME .... (First) .... (Middle) .... (Last) AGE ....
   PRESENT ADDRESS .... (St. and Number) .... (City) .... (State) .... (Country) .... (Citizenship)

5. FULL NAME .... (First) .... (Middle) .... (Last) AGE ....
   PRESENT ADDRESS .... (St. and Number) .... (City) .... (State) .... (Country) .... (Citizenship)

SEC. 8. FATHER-IN-LAW

FULL NAME Luther (First) (none) (Middle) Posey (Last)

LIVING OR DECEASED living .... DATE OF DECEASE .... CAUSE ....

PRESENT, OR LAST, ADDRESS 313 North 17th St., (St. and Number) Temple (City) Texas (State) .... (Country)

DATE OF BIRTH 11/27/07 .... PLACE OF BIRTH Burnett County Texas

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY NA

....

CITIZENSHIP US .... WHEN ACQUIRED? Birth .... WHERE? .... (City) .... (State) .... (Country)

OCCUPATION Farming .... LAST EMPLOYER self

SEC. 9. MOTHER-IN-LAW

FULL NAME Sarah (First) [illegible] (Middle) [illegible] (Last)

LIVING OR DECEASED Living DATE OF DECEASE .... CAUSE ....

PRESENT, OR LAST, ADDRESS 313 North 17th Street, (St. and Number) [illegible], (City) Texas, (State) USA (Country)

DATE OF BIRTH 2/[illegible]/95 PLACE OF BIRTH Houston, Texas

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY NA

CITIZENSHIP US WHEN ACQUIRED? Birth WHERE? .... (City) (State) (Country)

OCCUPATION Housewife LAST EMPLOYER Unknown

SEC. 10. RELATIVES BY BLOOD, MARRIAGE OR ADOPTION, WHO EITHER LIVE ABROAD OR WHO ARE NOT CITIZENS OF THE UNITED STATES:

1. NAME none RELATIONSHIP .... AGE ....
   CITIZENSHIP .... ADDRESS .... (St. and Number) (City) (State) (Country)
2. NAME .... RELATIONSHIP .... AGE ....
   CITIZENSHIP .... ADDRESS .... (St. and Number) (City) (State) (Country)
3. NAME .... RELATIONSHIP .... AGE ....
   CITIZENSHIP .... ADDRESS .... (St. and Number) (City) (State) (Country)

SEC. 11. RELATIVES BY BLOOD OR MARRIAGE IN THE MILITARY OR CIVIL SERVICE OF THE U. S. OR OF A FOREIGN GOVERNMENT:

1. NAME none RELATIONSHIP .... AGE ....
   CITIZENSHIP .... ADDRESS .... (St. and Number) (City) (State) (Country)
   TYPE AND LOCATION OF SERVICE (IF KNOWN) ....
2. NAME .... RELATIONSHIP .... AGE ....
   CITIZENSHIP .... ADDRESS .... (St. and Number) (City) (State) (Country)
   TYPE AND LOCATION OF SERVICE (IF KNOWN) ....
3. NAME .... RELATIONSHIP .... AGE ....
   CITIZENSHIP .... ADDRESS .... (St. and Number) (City) (State) (Country)
   TYPE AND LOCATION OF SERVICE (IF KNOWN) ....

Sec. 12. POSITION DATA

A. KIND OF POSITION APPLIED FOR Agent, Central Intelligence Agency

B. WHAT IS THE LOWEST ANNUAL ENTRANCE SALARY YOU WILL ACCEPT? $ Base Starting Salary—None
(You Will Not Be Considered For Any Position With A Lower Entrance Salary.)

C. IF YOU ARE WILLING TO TRAVEL, SPECIFY: OCCASIONALLY ......

FREQUENTLY ......, CONSTANTLY X

D. CHECK IF YOU WILL ACCEPT APPOINTMENT, IF OFFERED: IN WASHINGTON, D. C. X

ANYWHERE IN THE UNITED STATES X, OUTSIDE THE UNITED STATES X

E. IF YOU WILL ACCEPT APPOINTMENT IN CERTAIN LOCATIONS ONLY, SPECIFY LOCATIONS:

......

Sec. 13. EDUCATION

ELEMENTARY SCHOOL [illegible] ADDRESS [illegible] (City), Texas (State), USA (Country)

DATES ATTENDED 1934-36 GRADUATE? yes

HIGH SCHOOL McLean ADDRESS McLean, Texas, USA (Country)
" " Electra " Electra, Texas, USA

DATES ATTENDED McLean, 1936-39 GRADUATE? Undergraduate
" " Electra, 1939-1940 " Yes

COLLEGE Hillsboro ADDRESS Hillsboro (City) Texas (State) USA (Country)

MAJOR AND SPECIALTY Business, Undergrad YEARS COMPLETED 1 semester

DATES ATTENDED Jan. 1946 – May 1946 DEGREE No, undergraduate

COLLEGE University of Texas ADDRESS Austin (City), Texas (State), USA (Country)

MAJOR AND SPECIALTY Business Administration Accounting YEARS COMPLETED 4

DATES ATTENDED 9/46 to 10/48 DEGREE Bachelor of Business Administration

CHIEF UNDERGRADUATE COLLEGE SUBJECTS Accounting, General Business

......

CHIEF GRADUATE COLLEGE SUBJECTS NA

14-00000

SEC. 14. ACTIVE U. S. OR FOREIGN MILITARY SERVICE

U. S. (Country) Army Air Corps — 2nd Lieutenant (Rank) — 1[illegible]/[illegible]-11/1[illegible] (Dates of Service)

Las Vegas Army Air Field, Las Vegas, Nevada (Last Station) — AO-2092263 (Serial Number) — Honorable Cert. of Service (Type of Discharge)

REMARKS: ....

SELECTIVE SERVICE BOARD NUMBER 119 ADDRESS Austin, Texas

IF DEFERRED GIVE REASON Classified V-A

INDICATE MEMBERSHIP IN MILITARY RESERVE ORGANIZATIONS Member USAF Volunteer Air Reserve, [illegible] Air Force Base, Calif.

SEC. 15. CHRONOLOGICAL HISTORY OF EMPLOYMENT FOR PAST 15 YEARS. ACCOUNT FOR ALL PERIODS. INCLUDE CASUAL EMPLOYMENT. INCLUDE ALSO PERIODS OF UNEMPLOYMENT. GIVE ADDRESSES AND STATE WHAT YOU DID DURING PERIODS OF UNEMPLOYMENT. LIST LAST POSITION FIRST. (List all civilian employment by a foreign government, regardless of dates.)

FROM 2/51 TO Present CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) NA

EMPLOYING FIRM OR AGENCY Self

ADDRESS 820 Pacific Ave, (St. and Number) Alameda, (City) California (State) USA (Country)

KIND OF BUSINESS Credit Org. NAME OF SUPERVISOR NA

TITLE OF JOB Manager SALARY $ 8000 PER Annum

YOUR DUTIES Install credit systems for retail business firms

REASONS FOR LEAVING To re-enter investigative field

FROM 10/48 TO 2/51 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) GS-10

EMPLOYING FIRM OR AGENCY Federal Bureau of Investigation

ADDRESS (St. and Number) Washington, (City) D. C. (State) USA (Country)

KIND OF BUSINESS Investigative NAME OF SUPERVISOR Harry [illegible]. Kimball (last)

TITLE OF JOB Special Agent SALARY $ 5250 PER Annum

YOUR DUTIES To investigate violations of Federal Law.

REASONS FOR LEAVING To enter private business

16—63666-1

(8)

FROM [illegible] TO 10/[illegible] CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) NA

EMPLOYING FIRM OR AGENCY University of Texas

ADDRESS (St. and Number) Austin, (City) Texas (State) USA (Country)

KIND OF BUSINESS University NAME OF SUPERVISOR NA

TITLE OF JOB Student SALARY $ NA PER

YOUR DUTIES Full-time student

REASONS FOR LEAVING Accepted position with FBI

FROM 3/[illegible] TO 3/[illegible] CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) NA

EMPLOYING FIRM OR AGENCY Veterans Housing Office, University of Texas

ADDRESS (St. and Number) Austin, (City) Texas (State) USA (Country)

KIND OF BUSINESS Vet. Housing NAME OF SUPERVISOR [illegible] C. McConnell

TITLE OF JOB Assistant Manager SALARY $ [illegible] PER annum (part-time)

YOUR DUTIES Assist manager in operation of nine veterans' dormitories located on University of Texas campus. Position was part-time while attending the University of Texas

REASONS FOR LEAVING To devote full time to studies just prior to graduation.

FROM 11/43 TO 11/45 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) NA

EMPLOYING FIRM OR AGENCY U. S. Army Air Corps

ADDRESS NA (St. and Number) (City) (State) (Country)

KIND OF BUSINESS NA NAME OF SUPERVISOR

TITLE OF JOB Bombardier SALARY $ [illegible]970 PER annum

YOUR DUTIES Aircraft Observer-Bombardier performing duties of operation of bombing and navigational equipment aboard aircraft of U. S. Army Air Corps.

REASONS FOR LEAVING Conv. of Government

SEC. 16. HAVE YOU EVER BEEN DISCHARGED OR ASKED TO RESIGN FROM ANY POSITION? HAVE YOU LEFT A POSITION UNDER CIRCUMSTANCES WHICH YOU DESIRE TO EXPLAIN? GIVE DETAILS:

No

SEC. 17. GENERAL QUALIFICATIONS

A. FOREIGN LANGUAGES (STATE DEGREE OR PROFICIENCY AS "SLIGHT," "FAIR," OR "FLUENT")

LANGUAGE none SPEAK .... READ .... WRITE ....

LANGUAGE .... SPEAK .... READ .... WRITE ....

LANGUAGE .... SPEAK .... READ .... WRITE ....

B. LIST ALL SPORTS AND HOBBIES WHICH INTEREST YOU; INDICATE DEGREE OF PROFICIENCY IN EACH:

Boxing-good prof.; baseball-good prof.; tennis-good prof.; football-fair prof.; golf-fair prof.

C. HAVE YOU ANY QUALIFICATIONS, AS A RESULT OF TRAINING OR EXPERIENCE, WHICH MIGHT FIT YOU FOR A PARTICULAR POSITION?

Trained as Radio Technician in FBI, capable of operating short-wave radio by voice or c.w., encoding or decoding messages related thereto, and trained in monitoring and identifying clandestine enemy radio stations in World War II.

D. LIST ANY SPECIAL SKILLS YOU POSSESS AND MACHINES AND EQUIPMENT YOU CAN USE, SUCH AS OPERATION OF SHORT-WAVE RADIO, MULTILITH, COMPTOMETER, KEY PUNCH, TURRET LATHE, SCIENTIFIC OR PROFESSIONAL DEVICES:

Operate short-wave radio by voice or c.w. Code speed of 25 words per minute.

APPROXIMATE NUMBER OF WORDS PER MINUTE IN TYPING 15 SHORTHAND

E. ARE YOU NOW OR HAVE YOU EVER BEEN A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION, SUCH AS PILOT, ELECTRICIAN, RADIO OPERATOR, TEACHER, LAWYER, CPA, ETC. No license in above

IF YES, INDICATE KIND OF LICENSE AND STATE ....

FIRST LIC. OR CERTIFICATE (YR) .... LATEST LIC. OR CERTIFICATE (YR) ....

F. GIVE ANY SPECIAL QUALIFICATIONS NOT COVERED ELSEWHERE IN YOUR APPLICATION SUCH AS:

(1) YOUR MORE IMPORTANT PUBLICATIONS (DO NOT SUBMIT COPIES UNLESS REQUESTED)
(2) YOUR PATENTS OR INVENTIONS
(3) PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE
(4) HONORS AND FELLOWSHIPS RECEIVED

G. HAVE YOU A PHYSICAL HANDICAP, DISEASE, OR OTHER DISABILITY WHICH SHOULD BE CONSIDERED IN ASSIGNING YOU TO WORK? IF ANSWER IS "YES," EXPLAIN:

No

H. DO YOU RECEIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? IF ANSWER IS "YES," GIVE COMPLETE DETAILS:

No

SEC. 18. GIVE FIVE CHARACTER REFERENCES—IN THE U. S.—WHO KNOW YOU INTIMATELY—(Give residence and business addresses where possible.)

		Street and Number / City / State
1. Dr. Geo [illegible]	BUS. ADD.	53[illegible]-22nd [illegible], [illegible], Calif.
	RES. ADD.	9[illegible] Brook[illegible] [illegible], Oakland, Cal.
2. Paul A. Martin	BUS. ADD.	
	RES. ADD.	3[illegible] Pacific Ave., Alameda, Cal.
3. [illegible] C. [illegible]	BUS. ADD.	c/o [illegible] [illegible] Office, Univ.
	RES. ADD.	[illegible] Texas, Austin, Texas
4. W. C. Martin	BUS. ADD.	c/o [illegible] State Bank, [illegible],
	RES. ADD.	Texas
5. Dr. C. C. [illegible]	BUS. ADD.	c/o Drs. [illegible] and [illegible],
	RES. ADD.	Wichita Falls, Texas

SEC. 19. NAMES OF FIVE PERSONS WHO KNOW YOU SOCIALLY IN THE UNITED STATES—NOT REFERENCES, RELATIVES, SUPERVISORS, OR EMPLOYERS—(Give residence and business addresses where possible.)

		Street and Number / City / State
1. [illegible] Hood [illegible]	BUS. ADD.	Rural Route, Rio Hondo, Texas
	RES. ADD.	
2. Thomas Clifton	BUS. ADD.	Box 267 [illegible], Texas
	RES. ADD.	[illegible]
3. Richard [illegible]	BUS. ADD.	
	RES. ADD.	631 Bainbridge, Alameda, Cal.
4. Irene [illegible]	BUS. ADD.	
	RES. ADD.	1132 [illegible] St., Alameda, Cal.
5. Mrs. G. [illegible] [illegible]	BUS. ADD.	
	RES. ADD.	2[illegible] Salado St., Austin, Texas

SEC. 20. GIVE THREE NEIGHBORS AT YOUR LAST NORMAL RESIDENCE IN THE U. S.—(Give residence and business addresses where possible.)

		Street and Number / City / State
1. Mrs. P. Martin	BUS. ADD.	
	RES. ADD.	320 Pacific Ave, Alameda, Cal.
2. Alexander [illegible]	BUS. ADD.	
	RES. ADD.	320A Pacific Ave, Alameda, Cal.
3. Mrs. Margaret [illegible]	BUS. ADD.	
	RES. ADD.	[illegible] Pacific Ave, Alameda, Cal.

SEC. 21. FINANCIAL BACKGROUND

A. ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY? Yes IF NOT, STATE SOURCES OF OTHER INCOME

B. NAMES AND ADDRESSES OF BANKS WITH WHICH YOU HAVE ACCOUNTS Bank of [illegible], [illegible], [illegible], Bank of America, [illegible], Calif.

[illegible]

C. HAVE YOU EVER BEEN IN, OR PETITIONED FOR, BANKRUPTCY? No
GIVE PARTICULARS, INCLUDING COURT:

D. GIVE THREE CREDIT REFERENCES—IN THE U. S.

1. NAME [illegible] ADDRESS [illegible] (St. and Number) [illegible] (City) [illegible], Calif. (State)
2. NAME [illegible] C. [illegible] Co. ADDRESS [illegible] and Broadway (St. and Number), Oakland (City), Cal. (State)
3. NAME [illegible] and [illegible] Co ADDRESS [illegible] Telegraph Ave (St. and Number), Oakland (City), Cal (State)

SEC. 22. RESIDENCES FOR THE PAST 15 YEARS

FROM	TO	(St. and number) (City) (State) (Country)
1/50	Present	[illegible] Ave, Alameda, Calif., USA
7/49	1/50	[illegible] St., Berkeley, Calif., USA
1/49	7/49	[illegible] St., [illegible], Calif., [illegible]
10/48	1/49	[illegible] Capitol St., Washington, D. C.
6/48	10/48	[illegible] San Antonio St., Austin, Tex., USA
9/46	6/48	[illegible] Dorm. C, Austin, Texas, USA
11/45	9/46	[illegible], [illegible], Texas, USA
11/43	11/45	U. S. Army Air Corps

SEC. 23. RESIDENCE OR TRAVEL OUTSIDE OF THE UNITED STATES

	FROM	TO	(City or section)	(Country)	(Purpose)
A.	6/1/49	6/10/49	Tijuana	Mexico	Vacation trip

SEC. 24. CLUBS, SOCIETIES, AND OTHER ORGANIZATIONS

LIST NAMES AND ADDRESSES OF ALL CLUBS, SOCIETIES, PROFESSIONAL SOCIETIES, EMPLOYEE GROUPS, ORGANIZATIONS OF ANY KIND (INCLUDE MEMBERSHIP IN, OR SUPPORT OF, ANY ORGANIZATION HAVING HEADQUARTERS OR BRANCH IN A FOREIGN COUNTRY) TO WHICH YOU BELONG OR HAVE BELONGED:

1. Air Reserve Association, Univ. of Texas Chapter (Name and Chapter), (St. and Number), Austin (City), Texas (State), USA (Country)

DATES OF MEMBERSHIP: 9/46 to 9/48

2. (Name and Chapter) (St. and Number) (City) (State) (Country)

DATES OF MEMBERSHIP:

3. (Name and Chapter) (St. and Number) (City) (State) (Country)

DATES OF MEMBERSHIP:

4. .... (Name and Chapter) .... (St. and Number) .... (City) .... (State) .... (Country)

DATES OF MEMBERSHIP: ....

5. .... (Name and Chapter) .... (St. and Number) .... (City) .... (State) .... (Country)

DATES OF MEMBERSHIP: ....

6. .... (Name and Chapter) .... (St. and Number) .... (City) .... (State) .... (Country)

DATES OF MEMBERSHIP: ....

7. .... (Name and Chapter) .... (St. and Number) .... (City) .... (State) .... (Country)

DATES OF MEMBERSHIP: ....

SEC. 25. MISCELLANEOUS

A. DO YOU ADVOCATE OR HAVE YOU EVER ADVOCATED; OR ARE YOU NOW OR HAVE YOU EVER BEEN A MEMBER OF, OR HAVE YOU SUPPORTED, ANY POLITICAL PARTY OR ORGANIZATION WHICH ADVOCATES THE OVERTHROW OF OUR CONSTITUTIONAL FORM OF GOVERNMENT IN THE UNITED STATES? NO

IF "YES," EXPLAIN: ....

B. DO YOU USE, OR HAVE YOU USED, INTOXICANTS? Occasionally, in moderation Yes .... IF SO, TO WHAT EXTENT? ....

C. HAVE YOU EVER BEEN ARRESTED, INDICTED OR CONVICTED FOR ANY VIOLATION OF LAW OTHER THAN A MINOR TRAFFIC VIOLATION? IF SO, STATE NAME OF COURT, CITY, STATE, COUNTRY, NATURE OF OFFENSE AND DISPOSITION OF CASE: NO

....

D. HAVE YOU EVER BEEN COURT-MARTIALED WHILE A MEMBER OF THE ARMED FORCES? IF ANSWER IS "YES," GIVE DETAILS BELOW: NO

....

E. LIST BELOW THE NAMES OF GOVERNMENT DEPARTMENTS, AGENCIES OR OFFICES TO WHICH YOU HAVE APPLIED FOR EMPLOYMENT SINCE 1940:

Federal Bureau of Investigation

U. S. Civil Service Commission

16-68153-1

F. IF, TO YOUR KNOWLEDGE, ANY OF THE ABOVE HAS CONDUCTED AN INVESTIGATION OF YOU, INDICATE BELOW THE NAME OF THAT AGENCY AND THE APPROXIMATE DATE OF THE INVESTIGATION:

Federal Bureau of Investigation, August, 1948

SEC. 26. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY:

NAME Sarah Ruth McCord RELATIONSHIP Wife

ADDRESS 020 Pacific Avenue (St. and Number) Alameda (City) California (State) USA (Country)

SEC. 27. YOU ARE INFORMED THAT THE CORRECTNESS OF ALL STATEMENTS MADE HEREIN WILL BE INVESTIGATED.

ARE THERE ANY UNFAVORABLE INCIDENTS IN YOUR LIFE NOT MENTIONED ABOVE WHICH MAY BE DISCOVERED IN SUBSEQUENT INVESTIGATION, WHETHER YOU WERE DIRECTLY INVOLVED OR NOT, WHICH MIGHT REQUIRE EXPLANATION? IF SO, DESCRIBE. IF NOT, ANSWER "NO."

no

SEC. 28. I CERTIFY THAT THE FOREGOING ANSWERS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND I AGREE THAT ANY MISSTATEMENT OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR IMMEDIATE DISMISSAL OR REJECTION OF MY APPLICATION.

SIGNED AT Alameda, California (City and State) DATE May 16, 1951

[illegible signature] (Witness) James Walter McCord, Jr. (Signature of Applicant)

USE THE FOLLOWING PAGES FOR EXTRA DETAILS. NUMBER ACCORDING TO THE NUMBER OF THE QUESTION TO WHICH THEY RELATE. SIGN YOUR NAME AT THE END OF THE ADDED MATERIAL. IF ADDITIONAL SPACE IS REQUIRED USE EXTRA PAGES THE SAME SIZE AS THESE AND SIGN EACH SUCH PAGE.

U. S. GOVERNMENT PRINTING OFFICE 16-49653-1

Sec. 15 (cont.)

FROM 3/43 TO 11/15/43 CLASSIFICATION GRADE CAF-5

EMPLOYING FIRM OR AGENCY Federal Bureau of Investigation

ADDRESS Washington D. C., USA

KIND OF BUSINESS Federal Investigative Agency

SUPERVISOR Mr. H. W. Coffey (Last)

TITLE OF JOB Radio Technician SALARY $2600 per annum

YOUR DUTIES Send and receive messages by radio by voice or c. w., encode and decode messages, monitor and identify clandestine enemy radio stations.

REASONS FOR LEAVING On military leave to enter U. S. Army Air Corps.

FROM 5/41 to 3/43 CLASSIFICATION OR GRADE NA

EMPLOYING FIRM OR AGENCY Electra State Bank

ADDRESS Electra Texas

KIND OF BUSINESS State Bank SUPERVISOR W. C. Martin

TITLE OF JOB Bookkeeper SALARY $1200 per annum

YOUR DUTIES Posted bank ledger and statement accounts and assisted in preparation of financial statements.

REASONS FOR LEAVING To accept better paying position with FBI

From 5/40 to 5/41 CLASSIFICATION GRADE NA

EMPLOYING FIRM OR AGENCY Tomlinson and Son

ADDRESS Electra Texas

KIND OF BUSINESS Retail Chain Store SUPERVISOR [illegible]

TITLE OF JOB Clerk SALARY $600 per annum, part-time

REASON FOR LEAVING To accept full-time and better paying position with the Electra State Bank, Electra, Texas.

FROM 9/36 to 5/40 High School Student, see Sec. 13 [illegible]

SEC. 22 [illegible] 15 Years (cont.)

From 3/43 to 11/43 221 Massachusetts Ave, N. E., Washington, D. C.
From 9/39 to 3/43 20[illegible] East Ida St., Electra, Texas
From 9/36 to 9/39 not recalled Kellerville, Texas

CONFIDENTIAL

DATE 21 May 1962

PROT. 2-275

TO : Chief, CS

Director of Security

Director of Personnel

FROM : Chief, Communications Security Staff

SUBJECT: Notification of Cryptographic Clearance - James W. McCord, Jr.

1. Subject employee has been granted a cryptographic clearance under the provisions of CIA Regulation 90-500. Clearance is effective 21 May 62.

2. Subject has been informed of the granting of clearance, has been briefed concerning cryptographic and related communications security matters, and has signed a Briefing Statement acknowledging responsibility for the protection of cryptographic information.

3. When Subject employee no longer requires the clearance in order to perform his assigned duties, it is requested that the Communications Security Staff (2411 "I" Bldg., Ext. 3021) be notified by Chief, CS, that the clearance may be revoked.

FOR THE CHIEF, COMMUNICATIONS:

[signature]

Chief, Protective Branch

Distribution:
1 - Chief, CS
1 - Security Office (Briefing Statement attached)
1 - Personnel Office
1 - OC-S/PROT File

CONFIDENTIAL

FORM 3-59 1597a

14-00000

XXXXXXXXXXXX

SECURITY APPROVAL

Date: 14 August 1951

Your reference:

Case Number: 52049

TO : Chief, Employees Division
Special Support Staff

FROM : ~~Chief, Security Division~~
Chief, Special Security Division

SUBJECT: McCORD, James Walter, Jr.

1. Note "X" below:

[X] Security approval is granted subject for access to classified information.

[ ] Provisional clearance for full duty with CIA is granted under the provisions of paragraph 4, Administrative Instruction 10-2, which provides for a temporary appointment pending the completion of full security investigation.

2. Unless the applicant enters upon duty within 60 days from above date, this approval becomes invalid.

3. Subject is an applicant for a position in I & S.

ROBERT H. CUNNINGHAM

XXXXXXXXXXXX

FORM NO. 38-101
MAR 1951

14-00000

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of Office of Security